

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

REPORTS

BY

MISS ELIZA ORME, MISS CLARA E. COLLET,
MISS MAY E. ABRAHAM,
AND MISS MARGARET H. IRWIN
(LADY ASSISTANT COMMISSIONERS).

ON THE

CONDITIONS OF WORK IN VARIOUS
INDUSTRIES IN ENGLAND, WALES, SCOTLAND,
AND IRELAND.

Presented to both Houses of Parliament by Command of Her Majesty.
February 1893.



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* A further Report was prepared by Miss Orme "On the Condition of Women in the Nail, Chain, and Bolt Making Industries in the Black Country." This is printed in Volume II., Minutes of Evidence, Group "A," pp. 569-75.—G.D.

EMPLOYMENT OF WOMEN.

To GEORGEY DRAGE, Esq., Secretary,
Royal Commission on Labour.

SIR,

September 25th, 1893.

THE following reports have been drawn up in pursuance of instructions received at a meeting held at 44, Parliament Street, on Monday, 7th March 1892, at which the Chairman of the Commission, the Chairman of Committee C., and the Lady Assistant Commissioners were present. The following points were mentioned as those to be specially kept in view in the investigation of women's work:—

- (a.) Difference in the rate of wages of men and women.
- (b.) Alleged grievances of women.
- (c.) Effects of women's industrial employment on their health, morality, and the home.

The Assistant Commissioners were also instructed to inquire into the existence and causes of the exclusion of women from trades in which women's work is not unsuitable.

It was agreed that the method of investigation should be—

- (1.) To make use of existing information in Parliamentary papers, &c.
- (2.) To visit centres of industry and take evidence from employers, employed, and other persons.
- (3.) To present these conclusions in a report.

It was further resolved that every report sent in to the Commission should bear the signature of at least two of the Assistant Commissioners.

In consequence of this requirement of a double signature to these reports it has been found advisable to exclude expressions of opinion as to proposed legislation and other matters, and the Assistant Commissioners have endeavoured to confine themselves to the statement of the facts observed and the evidence given during the course of their investigations. The Report on Women's Work in Wales and the Report on Women's Work in Scotland, the latter compiled by me from Miss Irwin's reports, are without the double signature for reasons given in the text.

Miss Collet commenced her work in London, where she received evidence from women and girls engaged in the following industries: tailoring, book-sewing, mangle-making, feather curling, staymaking, silk hat trimming, shirtmaking, jewel polishing, gold embroidering, wigmaking, jewel-case making, flower-making, fur pulling, rope works, india-rubber works, mineral water factories, sweet factories, and in printing; and from persons engaged in shops, milliners, dressmakers, laundresses, and matchmakers.

She also received evidence from employers and others with special knowledge, and visited various factories and workshops. Miss Collet afterwards proceeded to Luton to investigate the conditions of work in the plaiting and hat-making industries, and to Bristol, Birmingham, Dudley, Walsall, Liverpool, and Manchester, where she gave special attention to the conditions of women working in the wholesale clothing trade, seeing for this purpose factories, workshops, and home-workers. Miss Collet also visited the Staffordshire potteries.

Miss Abraham has devoted most of her time to visiting a large number of textile factories in Lancashire, Yorkshire, Cheshire, the Midlands, and other manufacturing centres, reporting very carefully on sanitary conditions. She has also taken evidence from home-workers in the hosiery trade, and has inquired into the condition of women engaged in confectionery, cycle, watch, shoddy, and flock trades.

Miss Abraham also inquired into the effect on health caused by conditions of work in white-lead works, visiting several in the North of England, and into the effect of factory work by married women, on the health of themselves and their children. She took medical evidence, and visited the workers in their own homes and in the hospital.

She concluded her work with an inquiry into the condition of women's work in Leinster, Ulster, and Connaught, the results of which are embodied in a joint report from her and myself on Ireland.

Miss Irwin has inquired into the conditions of employment of women engaged in various industries in Scotland. She has reported on the textile industries in Glasgow and the West of Scotland. The results of her inquiries into the textile industries in the Southern district and in Dundee and the North of Scotland, and also in the following industries in Glasgow and Edinburgh:—tailoring, tobacco, potteries, and pipe-making, umbrella-making, brushmaking, sewing machine manufacture, lead and colour works, employment as shop assistants, printing, dressmaking, bookbinding, publishing, stationery manufacture, map printing, rubber and vulcanite manufacture, paper-making, rag picking, rope teasing, and sock teasing are embodied in the Report on Women's Work in Scotland compiled by me.

I have investigated the conditions of work of barmaids and other women engaged in serving refreshments in various towns in the United Kingdom, and have also made some inquiry into the conditions of the employment of women in Wales and in the province of Munster.

I am, Sir,

Your obedient servant,

(Signed) ELIZA ORME,
Senior Lady Assistant Commissioner.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS CLARA E. COLLET
(LADY ASSISTANT COMMISSIONER).

ON THE

CONDITIONS OF WORK IN LONDON.

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THE EMPLOYMENT OF WOMEN.

TO GEORGE DRAGE, Esq., Secretary,
Royal Commission on Labour.

Sir,
June 28, 1892.
In accordance with the instructions given to me at a meeting held on March 7th, I have the honour to present a first report dealing with the conditions of employment of women working in London.

I. Evidence has been obtained from 137 persons who have had personal experience or have been in a position to make definite statements, capable of verification, with regard to conditions of labour. The evidence of 97 of these witnesses referred to the conditions of employment of shop assistants, milliners, dressmakers, laundresses, and match makers. The other 40 witnesses dealt with a variety of occupations, and included among them persons engaged in restaurant, tailoring, book binding, mantle making, feather cutting, stay making, silk hat trimming, skirt making, jewel-pitching, gold embroidery, wig making, jewel case making, flower making, rope works, mineral water factories, sweet factories, and in printing. It has seemed advisable to defer reporting on these miscellaneous industries until further inquiry has been made in London and in the provinces. My report therefore deals only with shop assistants, milliners, dressmakers, laundresses, and match makers.

II.—SHOP ASSISTANTS.

The United Shop Assistants' Union (London) has but few women among its members, and of these none were desirous of giving evidence. The exact number of men in this union could not be ascertained; so far as I could gather it does not exceed 600, and the proportion of women to men was stated as being two per cent. The long hours of employment, and residence on the premises of their employers, make association for trade purposes difficult even when desired; amongst women shop assistants there is no sign of any desire for such association.

The main cause, long hours and the custom of residence, explain the fact that but few shop assistants are to be found in any of the religious, social, or educational societies or clubs which are very numerous in London. The opportunities for obtaining evidence from shop assistants have therefore been few.

Five assistants in shops closing at 2 p.m. on Thursdays gave evidence at the office of the Early Closing Association; two, working short hours in the West End, gave evidence at a girls' club to which they belonged; four girls working in a draper's shop in East London were allowed to leave their counter and to give me information as to the conditions of employment in other shops where they had worked, the employer allowing me to see such one shop in his office.

A very widely circulated invitation to shop assistants, working over 74 hours, to meet me on a Sunday afternoon met with no response, notwithstanding the efforts of the Early Closing Association and the Secretary of the United Shop Assistants' Union. A letter was, however, received, in consequence of this advertisement, from a former shop assistant, now in Ireland, who afterwards gave particulars relating to 16 shops in London in which she had been employed during the five years following her first engagement in December 1884. These particulars have been tabulated, and their accuracy may to some extent be tested by comparing the statement of hours with the statement obtained independently through the Early Closing Association. My own inquiries with regard to the best and the worst of the cases given in this table, lead me to believe that the evidence of this witness is trustworthy.

Of the two assistants working in the West End, one was working 56½ hours a week, receiving 2s. a week without board and lodging, and had in a previous situation in Oxford Street, worked 44½ hours a week, receiving 30s. a year and board and lodging. The other was working 60½ hours a week in a shop in Oxford Street, receiving by salary and premiums nearly, if not quite, 60s. a year in addition to board and lodging. This witness (No. 50) had formerly worked in shops in East London; in one shop in Hackney the hours were from 8.30 to 10 on four days of the week, 8.30 to 11.30

on Saturday, and till 5 on Thursday, making 77½ hours in all. For this she received 45s. a year and board and lodging. Notwithstanding these long hours she stated that she had never had a day's illness, and that in these small shops there were many things to compensate for the long hours provided the employers were considerate. She said, however, that several girls, not so strong as herself, suffered severely from the long confinement in a close atmosphere.

Of the five witnesses (all from East London) who gave evidence at the office of the Early Closing Association, one (No. 15) worked 50½ hours, No. 16 worked 71½ hours, No. 17 worked 54½ hours, and Nos. 18 and 19 worked 78½ hours. The minimum salary in addition to board and lodging ever paid to women in the shop working 70½ hours was stated as 35s. to 40s.; in the other shops 30s. was stated as the minimum salary ever given. These girls declared that they had nothing to complain of, except the long hours of work and the short time allowed for meals, which had seriously affected their health. Not one closed earlier than 11 p.m. on Saturdays, 9.30 on Fridays, and 9 on Mondays, Tuesdays, and Wednesdays, beginning in each case at 8.30 a.m.

Of the other four witnesses, No. 122 worked between 74 and 75 hours in Woolwich, receiving 50s. a year with board and lodging; No. 124 worked 72 hours in Forest Gate, receiving 85s. salary; No. 125 worked 73½ hours nominally, being an apprentice for three years, and afterwards receiving 12s., and then 15s. salary without residence; No. 126 worked as an apprentice at least 60½ hours the first few months, and then 74½ hours. This last witness lived at home, and was eventually dismissed, owing to absence through headache and illness brought on by long standing.

The last nine witnesses all worked in shops closing either at 2 p.m. or 5 p.m. on Thursdays, but no confirmation of the tables appended, will show that for the rest of the week all were obliged to work many hours by daylight, although in every case but one they would be protected by the proposed Bill for the regulation of shop hours.

The total of hours given above includes time allowed for dinner and tea, and in some cases for rest. Half an hour is the usual time allowed for dinner, 20 or 40 minutes being the usual time allowed for tea. Shop assistants are liable to interruption during meals, and acquire a habit of "belching" their food in a remarkably short time; one employer (Witness 123) stated that his assistants nearly all finished their dinner in about 10 minutes, and devoted the remaining 20 minutes to rest or amusement. Another employer (Witness 27) stated that his shop assistants ate very little at meals, but were much addicted to eating sweet stuff and pastry in the morning; this habit of eating sweet stuff was alluded to by the employer already referred to. Indigestion and anæmia are very common amongst the girls, and their hasty meals and short time for rest may fairly be assigned as the cause of these illness and their craving for unwholesome food. A physician with considerable experience amongst West End shop assistants has drawn attention to the fact, confirmed by employers and the few shop assistants I have seen, that according as a business is conducted on a large scale, and the girls are placed under the direction of men instead of women, there is much greater hesitation in applying for leave to take necessary rest during temporary illness, and less willingness to grant it; serious injury to health arises as a consequence. In shops where late hours are the custom on Saturday, but little time is allowed for supper, and in some cases the girls do not sit down to supper until nearly midnight.

The desirability of inspection of sleeping and toilet accommodation has been occasionally urged upon me; the difficulties of such inspection would, however, be very great owing to the impossibility of finding any standard of necessary comfort or cleanliness. In Table II. appear complaints of insufficient food and of want of cleanliness. The employer who comes 16th on this list, may be regarded as evidently representing the worst class of shops in this respect in the view of the

witness giving the information. This employer (Witness 120) when called upon, at once consented to show the sleeping accommodation provided, and was quite unaware that it was at all below the average, comfortable and unobjectionable as were the rooms and beds their condition hardly warranted legislative interference.

The practice of sending shop assistants to go out on Sunday for the whole day is much more than it used to be some 20 years ago, when, according to employers I have visited, it was very common. One employer (Witness 74) believes that the practice still exists, as applicants for situations frequently ask him whether absence on Sunday is compulsory. In a firm in which he himself formerly served, the employer made it a rule to employ no persons who said they had no relations in London, with the result that those without friends willing to receive them on Sundays concealed the fact. Witness 120 confirmed the statement given in Table II., that assistants in this shop were obliged to go out on Sundays, adding that all the assistants had relatives in London. Writing of this firm Witness 73 says—"I declined to go, as I considered Sunday being the Lord's day should be a day of rest, and that young girls should not be compelled to go out on Sunday, ill or well, after working hard all the week, and then obliged to pay 2s. 6d. or 3s. every Sunday for food and travelling expenses, besides the misery of it. If people have friends they do not want them every Sunday."

The shop assistants in the poorer neighbourhoods, besides working longer hours and lifting heavy weights usually raised by men in better class shops, are more frequently obliged to work in badly ventilated rooms; the windows are frequently blocked with articles, and so little light admitted from any source, that in some cases gas will be found burning at any time in the day.

Seals were only provided in four of the 23 shops of which information has been obtained.

Of the existence of very real grievances amongst shop assistants there can be no doubt, but of expressed discontent there is very little. On this point Witness 73 writes—"I must also say the young girls employed in these houses had the patience and endurance of martyrs, but it is not advisable to have too much patience, because then evils could not be checked. The Government would think there was too grievance."

As the report of the Select Committee on the Shop Hours Regulation Bill 1896 contains evidence from several employers, and the Select Committee on Mr. Provand's Bill, sitting at the time of inquiry, was also examining employers, as systematic attempt has been made to secure fair evidence from them. Nine were visited in the shops, and of these, three, one in West London, one in North London, and one in East London, readily consented to give particulars of the salaries paid to men and women in shops. The other six were not disposed to do so. Of these, Witness 51, in South London, stated that if he employed men for the same work as women he should not pay them any higher rate; the majority of the men employed were engaged on heavy work and were paid considerably more than women. Witness 54 only employed women; he stated that his shop assistants did not work more than 74 hours, but he also stated that if a Bill were passed limiting their hours to 74 hours he should diminish them and engage men instead. Witness 74, in North London, said that although employing a large number of women he employed but few men, except as buyers and shop-walkers, having hitherto dealt in light and fancy goods; he was at that time opening a department for heavy goods, and was about to employ men in larger numbers, but was not in a position to make a comparison between the wages of women and of men. His shop assistants paid a premium at first, and of those who had completed their apprenticeship hardly one in his shop earned less than 30s., taking salary and premium together.

Witness 75, dealing in light goods also, employs women in all departments, and considered that men could not be obtained to do the same work as women, except at a considerably higher rate; he estimated that where a woman would be paid 35s. a year a man would require about 40s. or 45s. In his shop it would be impossible to replace women by men, many of the articles being such as women would only buy from women. Witness 120 did not employ men, and considered 30s. a high salary for a woman. Board and lodging was in each case given in addition to salary. Witness 144, employing a large number of men and women, in one of the best established shops in South London, stated that the salaries paid corresponded very closely to West End prices, none of his assistants belonging to the neighbourhood. With the exception of Witness 54 they were

not inclined to think that a limitation of hours affecting women only would place women at disadvantage with regard to men. I received a general impression that the men were much more actively discontented with their long hours than the women, and that were a limitation of the hours of the latter by legislation possible, the men would of their own initiative be inclined to secure equally short hours for themselves. This statement, however, only applies to the drapery business; in places where only men are employed, with the exception of a few women as cashiers, a limitation of hours affecting women only might easily have the effect of driving women out of employment, unless a very decided difference in the rate of payment prevailed. Witnesses 6, 8, and 12, all men recently engaged in provision stores, one in North London, one in West London, and one in South London, stated that the women cashiers in these stores earn from 12s. to 12s. 6d. a week, without board or lodging, working about 78 hours a week, and the manager of one provision firm, Witness 22, confirmed this statement. (The salaries paid by Witnesses 27, 32, and 123 are appended.)

With regard to the question of early closing, Witness 54 stated that he allowed his assistants one evening off a week, and that they much preferred being able to choose the day each week to being obliged to take a holiday all together one fixed day. Witness 74 stated that he formerly tried the plan of giving an evening to his assistants by turns, but found that it was not a success, they frequently lost their holiday, and naturally did not regard a morning off instead as sufficient compensation. He found closing on Thursday at 5 o'clock much more satisfactory to all concerned. Witness 53 stated that his firm was the only one in the neighbourhood for a long time which closed at 5 p.m. on Thursdays; they took no notice of their neighbours, and did not find that they lost anything by early closing. Witness 75 pointed out that the hours of closing were not a satisfactory index of the hours of work, the time allowed for rest varying in different shops, and the work of putting articles back in their place, and arranging shelves, being in some cases postponed till after closing time, and sometimes done during the day.

No strong practical objections were raised against the proposed limitation of hours by those who objected to the Bill on principle, but Witness 75, an employer, considered that whether such limitation by legislation were desirable or not, it would be quite impossible to enforce it, owing to the great difficulty in proving that assistants had been working the whole time the shop was open, and also to the unwillingness of the girls to give evidence against their employers.

A further objection to the Bill was raised by Witness 122, an employer, on the ground that by enforcing so high a minimum as 74 hours, employers would be encouraged to increase their hours of work to that standard.

SALARIES AND COMMISSION OF SHOP ASSISTANTS, 1891.
Witness 22, South London.

	Women			Men.		
	No.	Board only.	Board and Residence.	No.	Board only.	Board and Residence.
Under 15	22	—	35	4	—	4
15-20	30	—	39	9	—	9
20-25	23	—	12	26	1	30
25-30	31	—	35	24	—	29
30-35	28	—	32	19	1	35
35-40	6	—	6	16	1	16
40-45	1	—	1	10	6	19
45-50	4	1	2	12	5	11
50-55	2	1	2	5	1	2
55-60	1	—	1	4	1	5
60-65	—	—	—	3	2	3
65-70	—	—	—	4	4	9
70-75	—	—	—	4	5	5
75-80	—	—	—	2	2	—
80-85	—	—	—	—	—	—
85-90	—	—	—	—	—	—
90-95	—	—	—	—	—	—
95-100	—	—	—	—	—	—
100-105	—	—	—	—	—	—
105-110	—	—	—	—	—	—
110-115	—	—	—	—	—	—
115-120	—	—	—	—	—	—
120-125	—	—	—	—	—	—
125-130	—	—	—	—	—	—
130-135	—	—	—	—	—	—
135-140	—	—	—	—	—	—
140-145	—	—	—	—	—	—
145-150	—	—	—	—	—	—
Total	37	—	196	196	—	—

Managers, &c. (Men).	No.	Board only.	Board and Residence.
£			
At 140 per annum -	2	2	—
" 175 " -	2	2	—
" 140 " -	1	1	—
" 100 " -	1	1	—
" 100 " -	2	2	—
" 120 " -	1	1	—
" 500 " -	2	2	—
" 340 " -	1	1	—
" 100 " -	2	2	1
" 975 " -	2	2	—
" 300 " -	2	2	—
" 150 " -	2	2	—
" 100 " -	2	2	—
	25		

SALARIES of SHOP ASSISTANTS, 1891, as given by Witnes 27, North London, in addition to Board and Lodging.

Women.

Without Premiums.	With Premiums.
£	£
10 approximating* to 15	10 approximating to 20
15 " " 20	15 " " 40
16 " " 25	17 " " 60
25 " " 30	7 " " 40
5 " " 60	1 " " 70
5 " " 50	1 " " 50
74 say average - 20	29 say average - 45

* i.e., Between 100 20s and 125 10s.

Men.

Without Premiums.	With Premiums.
£	£
1 approximating to 20	1 approximating to 20
1 " " 25	4 " " 45
11 " " 30	2 " " 50
2 " " 40	3 " " 60
2 " " 50	15 " " 80
7 " " 60	2 " " 60
1 " " 70	3 " " 70
2 " " 80	3 " " 80
1 " " 90	3 " " 90
1 " " 115	1 " " 100
45 say average - 50	1 " " 115
	1 " " 120
	1 " " 140
	45 say average - 65

SALARIES of SHOP ASSISTANTS, 1891, Witnes 122, East London, in addition to Board and Lodging.

Women.	Men.
£	£
Under 15 per annum - 1	Under 15 per annum - —
" 20 " - 2	" 20 " - —
" 25 " - 4	" 30 " - 3
" 30 " - 1	" 40 " - 1
" 40 " - 3	" 50 " - 1
" 60 " - 1	" 50 " - 1
30	" 60 " - —
	" 60 " - 1
	" 75 " - 1
	" 100 " - 2*
	" 120 " - 2*
	" 115 " - 2*
	" 140 " - 1*
	15

* Low at home.

Premiums vary considerably; the best assistants making from 2s. a week in the slackest times to 7s. or 8s. a week in sale time. Women make as much by this as men.

TABLE I.
SOME ACCIDENTS.

Index No. of Works.	Locality of Firm.	Time of opening.	Time of closing.	Hours per week for ordinary work.	Days for the week.	Industry in which the firm is engaged.	Process.	Holidays.	Form.	Size.	Quality of work, according to samples, &c.	Number of men employed.	Number of women employed.	Length of time employed in firm.	Remarks as to results, &c.
26	Sheffield	4.00	M. 8.0 T. 8.0 W. 8.0 Th. 8.0 F. 8.0 S. 12.15	M. 1.00 T. 1.00 W. 1.00 Th. 1.00 F. 1.00 S. 12.15	1 hour	Apprentices 2 years, 21-24; 21-24; 21-24; 21-24; 21-24; 21-24.	—	14 days and bank holidays with pay.	Stone	Yes, mostly men, there are some women and children.	Good	4	20	6 years	Complaints of nothing serious being made.
14	Hole End Road	6.30	M. 8.30 T. 8.0 W. 8.0 Th. 8.0 F. 8.0 S. 12.0	M. 1.00 T. 1.00 W. 1.00 Th. 1.00 F. 1.00 S. 12.0	1 hour 30 mins.	Apprentices 2 years, 21-24; 21-24; 21-24; 21-24; 21-24; 21-24.	On a much smaller scale than the others, 21-24; 21-24; 21-24; 21-24; 21-24; 21-24.	Do.	All reasonably	No	Very good	1	7	Many years.	All highly keen long hours. No other provision.
15	Commercial Road	6.30	M. 13.0 T. 8.0 W. 8.0 Th. 8.0 F. 8.0 S. 12.0	M. 13.0 T. 8.0 W. 8.0 Th. 8.0 F. 8.0 S. 12.0	1 hour 1 hour	Apprentices 2 years, 21-24; 21-24; 21-24; 21-24; 21-24; 21-24.	Average 40-45 hours a week in busy seasons, but at other times.	Do.	Part not maintained.	No	Highly good, and well kept, but some of the material is not so good.	10	15	1 year	Various, some beginning to cough long standing. New apparatus is being put in, except in the best.
29	Commercial Road	6.30	M. 8.0 T. 8.0 W. 8.0 Th. 8.0 F. 8.0 S. 12.0	M. 8.0 T. 8.0 W. 8.0 Th. 8.0 F. 8.0 S. 12.0	1 hour 1 hour	Apprentices 2 or 3 years, 21-24; 21-24; 21-24; 21-24; 21-24; 21-24.	Do not average 40 hours a week.	Do.	Stone	No	Good	—	6	8 years	Stuffs from independent moving to local stone.
30	Commercial Road				Supper at 6.00 for 10 mins.	15.	—	One week and a half, and then with pay, the extra allows in the best year.	Stone	No	Good	—	6	1 year	Also investigation necessary.

TABLE II.—continued.

[illegible]

from 10 to 15 units to take charge for one month; last engagement, distributed not to take a uniform.

III.—MILLINERS.

These milliners have given evidence from personal experience in 22 firms, of which six were in West London, two in North London, two in East London, and one in the City.

(a) Hours of work.

In no case in West London were the full factory hours habitually worked even in the season, the longest hours being those worked in a mourning house in Regent Street, viz. 8.30 to 7.30 and on Saturdays 8.30 to 1. In North London the full factory hours were worked. In East London in both cases the milliners were engaged on the same terms as shop assistants, and with the definite understanding that when their day's work was over in the millinery workroom they should arrive in the shop. In the two houses in North London, Witness 12 stated that during sales or on other occasions of extra pressure, the milliners and apprentices were asked to serve in the shop, and that, although she herself always refused, several of the others consented, the apprentices especially being glad of the opportunity that afforded of earning money. In several shops the line which separates a shop assistant who does millinery in the back part of a shop from a milliner who comes to serve in the shop seems somewhat arbitrary: the latter also involves a violation of the Shop Hours Regulation Act of 1890.

(a) Overtime.

Overtime was rarely worked in the six West London houses, in one of them it was not customary to pay for overtime, and it was not uncommon for a milliner to be sent after hours to a private sitting-room to do her work. In the City firm overtime was never worked, although the milliner who gave information was employed there during the busy season.

Witness 12 stated that in one firm in North London in which she worked several years, it was no uncommon thing for the milliners to work four nights a week, although notice of one night only was sent to the factory inspector.

(a) Meals.

The stated time for meals was in each case half an hour for dinner and half an hour for tea; in two cases the time really allowed for tea was less than that.

(d) Change in the terms of employment of milliners.

A change in the terms of employment of milliners seems to have been gradually taking place during the last 10 years by a process beginning sooner and completed much more rapidly in the case of dressmakers, the following facts should be borne in mind by those who may proceed in shortening the hours of shop assistants and propositions against their recurrence should be adopted if possible.

An employer in North London informed me that 22 years ago it was the practice in his firm for milliners and milliners' apprentices to live on the premises, that afterwards the practice of lodging them was discontinued, and only dinner and tea given them, and that at the present time they were paid weekly wages without meals, although the distinction between them and the dressmakers was still maintained, the milliners regarding themselves as belonging to a higher social grade, and having separate accommodation provided for them. An employer in South London said that, when he entered the business 20 years ago, the milliners lived on the premises, the apprentice paying 20s. a year premium for two years. As their business increased, and with it the number of their shop assistants, they required their rooms for their shop assistants, and whenever a milliner left, her sponsor was engaged on the understanding that she should find her own lodging, dinner and tea being given her, instead of taking apprentices into the house with a provision, they took girls living in the neighbourhood who gave their sponsors for two years, but paid no premium, here, also, by degrees, as "new hands" were taken on, dinner and tea were no longer given. Witness 12, employed in one firm in North London from 1884 to 1889, stated that she herself at first received 16s. a week and meals, and later on rose to 25s. a week and meals, in 1887 a

new manager was appointed and changes were made. Previously apprentices on completing their two years' service received at once 3s. a week with dinner and tea; under the new management they were expected to give three months more for nothing, at the end of that time they received 3s. or 4s. a week without meals, previously wages had risen at the rate of 3s. a time; hence 50s. only 1s. was granted. She herself was asked to take 2s. a week instead of meals, but declined. Meals are now never given to outdoor hands in this firm, except to first hands. A dressmaker, Witness 102, whose experience goes back over more than 30 years and who was well acquainted with the West End trade before the Workshop Acts were passed, stated that the majority of dressmakers and dressmakers' apprentices then lived in the house, and that very much the same change took place in their case. First and second hands still live on the premises, and some houses continue to take apprentices to dressmaking and millinery into their houses with a provision, but in the majority of cases this is not done. As a result she considered that a lower class had come into the dressmaking trade, and that the instruction given was much more superficial and less thorough. Parents who were willing to send their daughters to live in the house would not allow them to go backwards and forwards late at night. A West End dressmaker who had been in the habit of taking apprentices to live in the house before the Workshop Acts were enforced, declined to do so afterwards, telling the witness that she would not "keep" people for seven days who might only do five days' work. A sister at a West End house, Witness 71, said that she was offered residence in addition to salary and meals, but preferred to live in lodgings, and never thought of asking for extra money instead; her employer had accommodation for her, if she liked to accept it, without any expense to herself, and she had no right to expect payment of the extra to live elsewhere. An employer made the same statement with regard to one of his assistants who lived at home. Another employer said that he paid a lodging-house keeper so much a head for his shop assistants, and that he therefore paid some of his assistants who were married and lived at home the amount which he would otherwise have paid for them at the lodging-house. Two other employers were agreed that, in the event of a shop assistant wishing to live at home, they would not feel called upon to pay her an additional sum as lieu of lodgings. If when the hours of shop assistants are shortened many girls show a willingness to live at home without trying to secure an increase of salary, it is not improbable that shopkeepers may show a corresponding tendency to diminish their sleeping accommodation, and to employ girls living in the neighbourhood at the same salary hitherto given in addition to residence.

In addition to the particulars as to wages given in the tabulated evidence of milliners, the following statements have been given to me by two employers:—

Wages of Milliners (Witness 22, West London)

Number at 80l. per ann. 1, with board and residence.					
"	60l.	"	1	"	"
"	40l.	"	1	"	"
"	25l.	"	1	"	"
"	20l.	"	1	"	"

At 3s. per week - 5, with board only

(Witness 27, North London).

Number at the rate of 78s. or 6d. per annum					
"	72l. 15s. 6d.	"	-	-	1
"	44l. 4s. 6d.	"	-	-	2
"	22l. 0s. 6d.	"	-	-	1
"	22l. 2s. 6d.	"	-	-	4
"	12l. 12s. 6d.	"	-	-	3

All paid weekly and not living on the premises.

(a) Hours of work.

TABLE III.
MILNERS.

Index No. of Cases	Date of Employment	Locality of Firm.	Hours on ordinary days.	Hours on Sundays.	Time on Sundays.	Time on Sundays.	Is business done on Sundays?	Weekly Wages	Food	Overtime.	Black Time	Time employed in Firm.	Other Statements.
12	1882	Baker's Warehouse	—	—	—	—	—	Approximate, elsewhere, £1 2 6 monthly, 10s. remitted to be at 7s.	No	—	—	1 year	Wages to be employed, from week to week, more or less than paid hands, based on kitchen.
	March 1884	Upper Street, London	6.30-4	4.30-4	—	—	No, others paid	26s. Approximate 2 years ago, 20s. 6d. Overtime 10s. 12s. to 14s. Second hand, 10s. First hand, 20s.	Dinner and tea No Dinner and tea No Dinner and tea No	—	Season, March to end of July	Living and accommodation good	
	August 1884	St. Paul's Churchyard	—	—	—	—	No	Provision, 26s. Remitted 12s. Provision and laundry, 10s. to 12s.	No No No	No	Season, August to September	Dinner room provided. Women to cook.	
14	1882	Bedford	8.30-6	8.30-4	4 hour	4 hour	No, others paid	18s. 10s., 20s. Approximate 2 years ago, 18s. 10s., 20s. Overtime 10s. 12s. to 14s. Second hand, 10s. First hand, 20s.	Dinner and tea No Dinner and tea No Dinner and tea No	—	5 years, left on account of want of work	In 1882 a very manager appointed, who one down wages, from 20s. 6d. to 18s. 10s., remitted at that stage, but then one down wages, from 20s. 6d. to 18s. 10s., remitted at that stage, but then one down wages, from 20s. 6d. to 18s. 10s., remitted at that stage, but then	
15	1884-1885	Commercial Road	Wks 50, 12	Wks 50, 12	4 hour	4 hour	Yes	20s. a year	Board and lodging	Board and lodging	—	1 year	Wks 50, 12. Shop assistant, 18s. 10s. from 18s. 10s. and 10s. 6d.
16	1887-1888	—	—	—	—	—	—	Approximate 1 year	—	—	—	—	—
16-18	1888-1890	Ordnance Street, W.	—	—	4 hour	4 hour	No	2s. 6d., 3s., 4s.	No	No	—	2 years	Went home to dinner.
17-18	1887-1888	Abchurch Lane	8-7	8-4	4 hour	4 hour	No	10s.	No	No	—	1 year	Went to the kitchen. Had to take into day a week but not more than 2 weeks more Christmas.

IV.—DRESSMAKERS.

Female dressmakers have given information as to their personal experience in 33 firms. In six of these the full time allowed by the Factory and Workshops Acts was habitually worked. In all the other cases the hours were occasionally less than this.

The classes of the Factories and Workshops Acts requiring that there shall be allowed for men on every day except Saturday not less than one hour and a half, or at least, either at the same time or at different times, shall be before 3 o'clock in the afternoon, or, in the majority of cases, satisfied by assigning 8 to 8.30 as the time for breakfast, and then allowing one half hour for dinner in the middle of the day; the girls, of course, do not have breakfast at 8, but do not have to come to their work until 8.30. As many of them come very long distances to their work, it follows that a large number of dressmakers have only half an hour's informal rest and run between 7.30 a.m. when they leave home and 4.30 p.m. or 5 p.m. They, however, which render this arrangement to the alternative of coming at 8 o'clock. In two cases where the work began at 8, only half an hour was allowed before 3 o'clock, in both cases the dressmakers giving evidence lived on the premises. One of them stated that in her home of business the outdoor hands had one hour for dinner, and she was under the impression that this clause of the Act was only obligatory in the case of outdoor hands. In two cases, both in ladies' tailoring workrooms, no time at all was allowed for tea, the girls taking it while they worked. In two cases only 20 minutes were allowed, in three cases only 15 minutes. But in each of these three cases in which the Act was infringed the arrangement made was more satisfactory to many of the girls than that prescribed by the Act, the other 15 minutes being assigned for lunch or being added to the half hour for dinner.

The word "overtime," as used by the girls, may mean either time worked beyond the ordinary hours allowed by the Act or time worked beyond their normal hours. In the latter case the overtime worked may be quite permissible without any notice having been given to the inspector. None of the milliners and dressmakers who have given evidence have shown any desire to make out a case against these employers, and it is only with regard to overtime and non-payment for overtime that they have evinced any strong feeling of discontent. It is also noteworthy that when it has been pointed out to them that the overtime complained of is permissible by the Act if due notice is given, they have in each case agreed to accept overtime as therefore a necessary evil, and have never suggested to the Act needed alteration. This submission to law was most strikingly illustrated by a girl who, speaking very warmly in favour of her employers, said that it was quite true that they worked them overtime in the season, but they were compelled to do so by the Factory Act.

In one firm illegal overtime on Saturday was stated to have been frequent until evidence was given about and by the firm before the Sweating Committee, after which it was never allowed. One witness had, once or twice in one year, worked until 11.30 p.m. Witness 59 said that overtime was worked three nights a week in the season and frequently on Saturdays; her usual hours, however, were less than the full time allowed by the Act. Witness 63 said that she often worked until 6 p.m. on Saturday, and that although the ordinary hours were from 8 to 4 on Saturday they were only allowed one interval of 10 minutes for lunch. Witness 72 stated that overtime in one house was often worked, and that notice was really given to the inspector, her employer was, however, fined twice, and the practice of working overtime on Saturday was eventually stopped. In another house overtime was frequent, she herself never worked later than 10 p.m., but there were many French dressmakers resident in the house who occasionally worked all night; when found working by the factory inspector they falsely declared that it was the first night they had worked overtime that week. The salutary effect produced by prosecution was shown in the case of one firm in which, I was informed, overtime had never been worked during the last two years. The name of the firm is to be found in the list of associations for illegal overtime in 1888. The extra half hour for supper which, by the Factory Act, should be given whenever overtime is worked later than 9.30 seems never to be given. Witness 122 was not aware that employers were under any obligation

to grant this time, and notwithstanding her experience of many years, knew no house of business in which it was given. At the time of my inquiry the dress-making season had not begun, and there was no opportunity of ascertaining whether the clauses of the Act of 1891, requiring that a notice of overtime shall be kept affixed in the workshop while overtime is worked, had been carried into effect. Although the evidence given testified to the vigilance of the factory inspector, it was obvious that illegal overtime is frequently worked, and that, as the pressure comes on many business houses simultaneously, it would require great inspectors to detect any considerable number at one time. If employers who may legally employ their workpeople for 14 hours a day for 48 days in the year find it worth while to risk a penalty by not giving notice of overtime to the inspector, it may be inferred that they value their employees' efforts more than the Acts allow. When the salutary influence of the employment, without any opportunity in many cases of even a few moments' recreation in the open air during the day, is taken into account, it may be doubted whether overtime should be allowed at all in the case of young persons. It does not seem desirable that girls of 16 or 17 should be shut up in a place from 8 a.m. until 10 p.m., and be obliged to go home near Regent Street to Cambridge or Wandsworth at that late hour in all weathers.

The principal complaints with regard to sanitation relate to overcrowding during the season in rooms lighted with gas, the absence of ventilation, carelessness in keeping waterclosets in good order and want of fires in some houses in winter. The manager of a house for girls stated that in many cases in winter her girls were obliged to work without any fire, the room being heated, if at all, with the gaslights kept burning. This statement was confirmed by Witness 112, who had frequently worked in her outdoor jacket until the room became hot through burning gas jets and overcrowding. There is no provision in the Factory and Workshops Acts for ensuring that the temperature shall be maintained above a certain degree and without resorting to such unsanitary measures; the provisions as to overcrowding seem to need more stringent enforcement.

Passing from infractions and defects of the Workshops Acts, attention should be given to the injustice done by employers who either do not pay for overtime, or, if asked for it, give less than the ordinary rate per hour. In three houses overtime was paid at a higher rate than ordinary time; but in one of these houses a girl less favoured than the wages who gave evidence was frequently obliged to stay late "to finish her work" without being paid for the overtime. Witness 20 stated that she worked overtime three nights a week in the season and received no pay for it, during the slack time she was obliged to take one or two days' holiday a week without pay. Witness 52 was paid for overtime in the busy season, but not in slack times, no injustice was involved in this, however, as if kept on in the slack season no deduction was made from her weekly wages for short time. Witness 65 received no pay for overtime unless she asked for it, which she disliked doing, and occasionally after working overtime the employees were told not to come next morning, and the half morning's pay was deducted. Witness 64 was not paid for overtime, but she received a yearly salary and board and lodging.

Both milliners and dressmakers were ignorant of the provisions of the Workshops Acts. Those who had noticed the abstract posted up in the workrooms had never read it. Witness 112 stated that in an altered house in which she was employed there was an abstract on the wall in the bedroom room, but none in the shop or room, although the store beside never went into the bedroom room. The number of abstracts is left by the Acts to the discretion of the factory inspector, and it is quite possible that if the girls were conscientious they would all be able to see the abstract in some part of the house, but it might be desirable to bring it more immediately under their notice by having a copy affixed in every workroom of a workshop.

Nearly all the dressmakers who were persuaded to give evidence on the assurance that their name should not be published or even required by the Assistant Commissioner proved to be bedice hands, who are somewhat better paid than shirt hands. There seems, in fact, to be another social division between the two, although not so clearly marked as that between

(a) Work-rooms.

(b) Compensation not paid for overtime.

(c) Knowledge of provisions of the Factory and Workshops Acts.

(d) Difference in the way of trade.

milliners and dressmakers and between resident and non-resident employees. These social differences all stand in the way of trade association. It is not the custom to discuss wages and salaries together, and shop assistants are especially reluctant to mention their salaries in the presence of others. The larger associations of workers who manage homes and clubs for working girls on a religious basis, and do most excellent work, succeed in influencing a larger number of these girls than any other organisations in London, and in the majority of cases their attitude is hostile to trade unionism or any movement which seems to them to stir up antagonism between the girls and their employers. They aim at teaching the girls to equanimously perform their duties to those in authority over them, and look with disfavour on agitation which seems to them to have only material and intellectual progress as an end.

64. Wages.

Particulars of wages are given in the tabulated evidence of the dressmakers themselves. In addition are here given the tables of wages furnished by Witnesses 33 and 37. Another employer in South London, employing 120 dressmakers, said that their wages (including first hands) ranged from 6s. to 14s. or 17s.

Witness 33. (West London.)

Number of dressmakers earning under—

8s. per week	-	-	-	24
10s.	"	-	-	12
12s.	"	-	-	7
14s.	"	-	-	14
16s.	"	-	-	13
18s.	"	-	-	11
20s.	"	-	-	1

Number of fitters earning—

250l. per annum	-	1, with board	
100l.	"	-	1
80l.	"	-	1
60l.	"	-	1, board and residence.
50l.	"	-	1
40l.	"	-	1

Number of mantlemakers at—

8s. per week	-	2, board and residence	
7s.	"	-	1
Fitters, 80l. per annum	-	1, board	
"	"	-	1, board and residence.

The other mantlemakers are on piece-work.

Witness 37. (North London.)

Number of dressmakers earning—

6s. per week	-	-	-	3
7s.	"	-	-	1
8s.	"	-	-	4
9s.	"	-	-	2
10s.	"	-	-	3
12s.	"	-	-	2
13s.	"	-	-	1
14s.	"	-	-	4
15s.	"	-	-	5
16s.	"	-	-	5
20s.	"	-	-	2
22s.	"	-	-	1
25s.	"	-	-	1

(These are all outdoor hands.)

V—LAUNDRESSES.

Efforts have been made to obtain information from persons working in steam laundries, hand laundries in buildings constructed for laundry purposes, cottage laundries, French laundries in shops, and from those working at their own homes by themselves.

1. Steam Laundries.

Five managers of steam laundries in North, South, and West London have shown me over their workrooms. These laundresses have given information as to the conditions under which they have worked in steam laundries. The statements as to hours of work are given in the following table, and it will be seen that by

the employers' own admission very long hours are worked. The ordinary hours are given in the first line in each case, and the maximum hours worked in the second line. The time allowed for meals is in every case at least one and a half hours. In none of the five laundries visited do the ordinary hours of work per week exceed the number permitted in factories by the Factories Acts, but the limit is exceeded in two of the three laundries respecting which laundresses gave evidence. In two out of the five the maximum hours worked per week exceeded the factory hours. The longest hours worked are those given by Witness 87, a worker in a laundry to which I was refused admission. If we consider the hours worked per day instead of the hours worked per week every one of these laundries will be found to be working beyond the factory limit.

STEAM LAUNDRIES.

Index No. of Witness	Description of Work.	Hours of Work.						Total Hours.			Locality.	
		Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.	English Hours.	Hours per Day for Week.	Maximum Hours.		
68	Washers -	4.30-4.30	5.30-6.30	5.30-6.30	5.30-6.30	5.30-6.30	4.30-4 or 5	70½ 75½	2 hrs. "	54½ 64½	North London. Do.	
	Ironers -	4-5	Same as washers						70½ 75½	" "	54½ 64½	Do. Do.
79	Washers -	2-8	2-8	2-8	2-8	2-8	2-8	59 61	1½ hrs. "	52 54	South London. Do.	
	Ironers -	— 2-8	12-2	2-8	2-8	2-8	2-8	56 60	" "	47 56	Do. Do.	
82	Washers and ironers	2-8	2-8	2-8	2-8	2-8	2-8	66 71	" "	50 63	Do. Do.	
94	Washers -	2-8	2-8	2-8	2-8	2-8	—	51 58	" "	46½ 51½	West London. Do.	
	Ironers -	—	2-8 -10	2-8	2-8	2-8	2-8	50 61	" "	50 54	Do. Do.	
85	Washers and ironers.	2-8	2-8	2-8	2-8	2-8	2-12	65 67	1½ hrs. —	56 58	South London	
65*	Ironer -	12-2	7-8	7-9	7-9	7-9	7-7	70	1½ hrs.	45	West London	
	[Washers] -	8.30-10.30 pm	7-8	7-8	7-9	—	—	49	"	46½	Do.	
87*	Ironer -	2-8	4.30-5.30 -12	5.30-10 -12	8.30-10 -12	8.30-10	8.30-6	72½ 78½	1½ hrs. "	64 79½	South London. Do.	
126*	Colanderer -	—	2-8	2-8	2-8	2-8	2-8	50	"	50	Acton	

* Laundress employed.

All the employers who in saying that it is impossible to induce their laundresses to come punctually, a large number persistently coming late. Witness 81, a laundry proprietor, stated that although he himself wished the Factory Act to be extended to laundries, his work-people had been dismissed from joining the Laundresses' Union by three of his best ironers, who preferred coming late and staying late to coming punctually, and objected to any limitation of hours.

On one point every manager was agreed, viz., the desirability of inspection of machinery. No reason has been given to me by any witness for denying laundry women this protection.

In one case a laundry manager who approved of such inspection seemed quite unconscious of the fact that his own machines were abnormally and dangerously crowded together. In the other laundries I saw nothing in the arrangements of the machinery which seemed to call for comment. Accidents have not infrequently occurred amongst girls working at the colanders or ironing machines, and although such accidents are in nearly every case due to carelessness on the part of the worker, there seems no reason why the laundry proprietors should not be under the same obligations to report them as are imposed on other employers under the Factories Acts.

The ventilation seemed sufficient to secure fresh air, except in one laundry which struck me as unduly over-

crowded. In another laundry, where otherwise the arrangements seemed extremely good in this respect, gas fumes were escaping into the ironing room from a gas heated collar machine; the roof was of wood, and the insurance company had therefore objected to an oilier pipe being put in to carry off these fumes.

But there was little evidence in one at least of these five laundries of any systematic attempt to moderate the temperature, and even in the other laundries, where air propellers were used, the temperature in the hottest parts was high. In one laundry the temperature in the ironing room was 73° (on a hot day), the temperature at the ironing board placed at the entrance of the ironing room was 79°, at a gas machine, heated by a young person, it was 79° and at the ironing board at the end of the room placed close to a stove it was 89°. The temperature in the washhouse was 70°, and in one laundress's room, not dry as in the other rooms. In another laundry in which air propellers were used the temperature in the hottest part of the ironing room (at a large ironing machine) was 71°. In one colanderer's room containing two colanders the thermometer rose to 84°; it turned out that I had myself shut a door, usually open, and that the drying houses, had been rolled out of the drying alcove, which were open, and therefore overheated the place, but Witness 138, a laundress in another steam laundry, stated that this was a frequent occurrence, and that working at a

Temperature
only.

valender under these conditions when only 17 years of age she had suffered severely in health. In a very large and well ventilated ironing room the temperature at the hottest part was 89°. In another laundry, already referred to as over-crowded, damp clothes were hanging to dry on wires in the morning and calender rooms above the heads of the workers. This method of drying is frequently brought forward as a grievance by laundresses. Here the temperature in a drying room at the hottest part (near a calender) was 77°, in an adjoining room containing five collar machines heated by gas, which gave off fumes into the room, the temperature at the hottest part was 99°, the women being closely packed together and the atmosphere being close as well as hot. In a calendering room, where girls of 18 or 19 are to be found at work, the temperature was 79°. Four women were at work in a large drying room of which the temperature was 84°. In the laundry already referred to as working the longest hours there were, according to the statement of Witness 87, a hundred ironers and nine calenders as a room, not so large as one in which she had previously worked, where there were only 60 ironers and no calenders. The managers of this laundry informed me, when I called upon them some time before meeting the witness, that they never allowed even a customer to go over their rooms, on the ground that their processes were of a special nature which they did not wish disclosed. Amongst the customers of this laundry are said to be members of the Royal Family. In the majority of well conducted laundries the well-being of the girls is to a certain extent secured by inspection by customers. Here no such protection is afforded. The clause in the Factory and Workshop Act of 1891, which empowers the factory inspectors on information received to inspect the sanitary arrangements of laundries, does not seem to be known, nor, unfortunately, was I myself aware that application could be made to the factory inspector with regard to this by laundresses until after I had taken their evidence.

(c) Young persons employed at the hottest parts.

The fact which must be especially borne in mind with respect to steam laundries is that at the calenders, generally the hottest parts of the place, are working children and young persons. In the hand laundries the proportion of young persons who can be profitably employed is much less. Children who have neither the skill nor the strength to do hand work can be set at once to put plain things between the rollers of the machine and to take them out on the other side. They stand the whole day in this gross heat for hours, which the laundry managers themselves say are longer than those allowed to adult women by the Factories Acts.

(d) Women.

Witness 68 stated that in his laundry the normal day was 12 hours, including two hours for meals; after that overtime was paid at the same rate as ordinary time. Here men did all the machine washing, three women only being employed in the private washhouse. Ironers on piece-work earned from 16s. to 22s. a week, girls in the drying rooms from 14s. to 15s.; machine-room day workers earned from 10s. to 16s., and machine-room piece-workers from 10s. to 15s., but the number of the latter who approached the maximum limit was greater than of the day workers.

Witness 70 stated that he paid his washers 2s. 6d., 2s. 9d., and 3s. a day of 10½ hours (excluding meals), and overtime was 3s. an hour. Girls at the polishing machines received 1s. 9d. to 2s. a day, ironers on piece-work averaged 2s. to 2s. 5d. a day; heavy ironers were paid 3s. a day. Short ironers received 1s. 3d. and 1s. 6d. the dozen, and earned much more than body linen ironers, who at the most earned 2s. 6d. a day. The manager was a reformer, and received the wife, head and bodging, the usual pay to an outside hand at a good laundry would be about 8s. His policies were also relatives, and received 15s. a week or its equivalent. Pickers in other laundries would earn from 8s. to 16s., 20s. to 21s. a week.

Witness 82 stated that the normal day was 9 hours, exclusive of meals, after that overtime was paid. The wage books were shown to me. Washers were paid 18s. a week, and 2s. 6d. a day. Markers (children) received 6s. a week. In one calender room the forewoman was paid 16s. a week, young girls 7s. and 9s. a week, and the others 2s. 3d. and 2s. 6d. a day. In another calender room the forewoman received 15s. a week, beginners 6s., and the others received from 6s. to 10s. The ironers on day wage received 3s., 2s. 6d., and 2s. 9d. a day;

beginners 1s. a day, and ironers on piece-work in a large number of cases earned from 10s. to 20s., while several earned over that amount. The pickers earned 10s., 15s., and 20s.; beginners receiving 7s. a week. The forewoman of the receiving-room earned 20s.

The difficulty of inducing ironers to come punctually is so great, that here a gratuity of 1s. a week is credited to those women who are both regular and punctual in their attendance. This gratuity begins with the first week of November in each year, and is payable to all those who may be in the employ of the company in the first week of August in the following year.

Daily paid bands are checked for absence for any cause whatever, but are paid overtime for extra work. Weekly bands have to work extra as may be required without any additional pay, but in consideration of this they receive full pay during absence with leave, provided they have been in the employ of the company for six months, such leave not exceeding six days in each year. From April to July an addition of 10 per cent. in wages is put aside every week for punctuality; at the end of July, when the gratuities for the year are paid to the laundresses, those who have been three years in the place receive one week's pay, and those who have been three to five years, two weeks' pay at the same time. A prize of 5s. is given to any one who has been in the laundry three years without losing time.

Witness 84 stated that his washers received 2s. 6d. a day except one of them, who came on Saturdays, and received 15s. a week. His best ironer received 5s. 6d. a day of 10½ hours, the piece-work 3s. a day, and his short ironers were paid 1s. 3d. and 1s. 6d. the dozen. Overtime was paid 6s. The wage book was shown to me, and from this it appeared that in the week ending April 9th—

I earned 25s.	
5	20s. to 25s.;
2	18s. to 20s.;
12	15s. to 18s.;
13	12s. to 15s.;
6	10s. to 12s.;
11	8s. to 10s.;
7	6s. to 8s.;
6	under 6s.

Of these 3 were learners, 1 was the masonroom girl, and 2 were about the greater part of the week.

Witness 85 stated that his ironers received 12s., 14s., 15s., and 18s. The wages of his pickers went up to 20s. and over. Washers were paid 2s. 6d. and 3s. 6d. a day of 10½ hours with beer and tea, one or two received 3s. Best ironers on day-work received 2s. 3d. and 2s. (with beer and tea given to every one); the majority of ironers were paid 2s. 6d. a day. Short ironers on piece-work earned from 17s. to 25s., and collar ironers over 21s. in a full week. Collar machines were paid from 6s. 6d. to 12s. a week; the best heavy ironer was paid 4s. a day, and refused to come more than four days a week. Pickers were paid 2s. 3d. a day. Girls at the calenders began with 3s. 6d. a week, and in some cases were under 13.

Witness 67 had that she was employed in a steam laundry when 12 years of age, receiving 6d. a day of 10½ hours as a sorter; at the end of three months she was placed at the back of the ironing machine as "taker out," and received 1s. a day, afterwards 1s. 6d. the machine, and at the end of three years was receiving either 1s. 6d. or 2s. a day. She then became an ironer at 2s. a day, which was afterwards raised to 2s. 6d. Those earning 2s. 6d. were paid 2d. an hour overtime, those earning 2s. 6d. or 3s. were paid 5d. an hour overtime. The head washer earned 3s. a day, the collar washers 2s. 6d.; the head dryer 2s. 6d., pickers 2s. to 2s. 6d., sorters 2s. to 2s. 6d., the heavy ironer 3s. a day. Short ironers at 3s. a day would have to average three shirts and a collar an hour, for which the price to customers was 1s. 1d.

Witness 87, age 18, a body linen ironer, received 2s. 6d. a day of 10½ hours, and 3s. 6d. an hour overtime; at the steam laundry in which she had been previously employed she was on piece-work, often had to wait for her work and therefore did not earn so much money. She put up with excessively long hours because of her higher earnings.

Witness 108 had worked at the calenders for 18 months; was 17 when she went and was paid 2s. 6d. a day of 10½ hours, but only worked 4½ days.

In comparing these rates with those paid in the hand laundries the greater proportion of young persons in the steam laundries must again be remembered.

Witness 82 said that nearly all his juniors were apprenticed in his laundry originally; they were taken put under an inmate who receives 2s a week for teaching, and also is paid what the girl earns during the two months she is under her. The teacher makes her own arrangements with the girl about what she shall pay her for her work.

Witness 84 stated that inmates trained there were generally placed under the best inmate who for two months gets anything they may earn; for four months afterwards she pays them something, and then they work on their own account.

Witness 85 stated that apprentices gave three months, and a deposit of 10s, afterwards returned to them; they were taught by day workers, and at the end of three months received 6s a week.

In the hand laundries at Acton employees earned rarely to take an apprentice.

Witness 86 considered that an extension of the Factory Acts to laundries would do the steam laundries no harm; his laundry took cloth and hotel table linen work, and employment was very regular throughout the year. Sometimes they had to work late and return to work at the end of five hours after receiving it, because the hotels had not a sufficient stock of table linen for emergencies, such as the pressure of bank holiday time. A limitation of hours would compel the hotels to have more linen; there was no likelihood that the work would pass to the small laundries in consequence, because no one could compete in this class of work without machinery. Hours were not so long as they used to be in this laundry some years ago, and wages were about the same.

Witness 70 was in favour of an extension of the Factory Acts. His customers were principally families who only go away for a fortnight or three weeks in the summer, and the work was very regular on the whole. In summer there was an increase in the supply and flocks to be cleaned. In the winter the drying accommodation in private houses is so small that many families that do their own washing in summer sent out a great part of it. His best laundresses were extremely independent and objected to coming early in the morning, but he himself would prefer a limitation of hours.

Witness 83 desired an extension of the Factory Acts or a Limitation Act, to insure safeguards against injury from machinery, sufficient ventilation, security from the spread of disease consequent on sorting clothes in rooming and drying rooms. He desired a limitation of hours but feared that it was hardly practicable; if the hours per day were limited, it would be a hardship on small laundries which had only three or four days work for their women; if hours per week were limited, these small laundries would be unaffected by it. He considered the large laundries were far better to work in than the small cottage laundries, but admitted that the large laundries would never undertake washing for families who only sent a small amount per week. A rise in wages might follow a limitation of hours in large laundries, and a rise in prices might follow the rise in wages, but where laundries provided for a poorer class of customers a limitation of hours, making washing more costly, might compel such customers either to give their work to people washing and ironing in their own homes or to do their washing at home themselves. But he was inclined to consider that the hours of young persons should in any case be limited.

Witness 84 had no objection to inspection of machinery or to the limitation of the hours of young persons, but considered that a limitation of the hours per day of adults would be most unjust in the case of hand laundries, or small laundries of any kind unable to provide more

than three or four days' work in the week for their laundresses. In large laundries several married women would only work a few days a week, and he saw no reason why they should be compelled to leave off early. Shorter hours were now worked in his laundry, because in expectation of an extension of the Acts to laundries they had begun to train for it.

Witness 85 was in favour of an extension of the Factory Acts, a limitation of hours would do him no harm. His work was very regular, as he washed for middle class commercial families, who go away at any time in the year, not all at once at one particular season.

A laundry manager, who contracts for cloth house and hotel washing, writes:—"With regard to my views on the Factory Act as applied to laundries, I am strongly of opinion that it would not be beneficial to the women employed. Let me reason why all the conditions contained in the Factory Act could not be complied with, if it were not for the fault of the women themselves, so far as the family trade is concerned. There are many domestic reasons that prevent women beginning work at a particular and stated hour, and in consequence they are glad to work on late to make up for lost time in the morning and again at the dinner hour; any obstacle to this would put the women out very much. Again, some women, good hands, who were formerly constant workers, only work when their husbands are out of employ; these hands are anxious to make as much time, piece-work, as they can, it is the only way of feeding the little ones when the husband is unemployed. Others merely come to work to add a little to the money earned by the man, just enough, as they say, to pay the rent. And then once a hundred reasons why they should be free to work according to the exigencies of the case. Then again with hotel visitors' linen, many families arrive at the Grand, Metropole, Victoria, &c. for all hotels, who have all their linen used upon the continent and are going further on at once. This linen can only remain three or four hours in the laundry, and haste be done whatever time it may be, and people cannot carry with them sufficient linen to prevent this. It is a peculiar trade, dependent upon the habits and caprices of individuals. The trade is also very irregular, the hands work piece-work, sometimes earning little. Then the work from hotels suddenly is large, from influx of visitors, and the hands are content and wish to work only and late to make up, it increases their average of wages. I am afraid that many large laundries would place the trade under the Factory Act, but this means abolishing the small laundries for the benefit of the large."

2. Hand Laundries.

Under this head have been tabulated the statements as to hours of work made to us by five laundry proprietors in Acton, and 13 laundresses giving information of 17 laundries in which they were either working or had been working within the last four years.

In only three cases did the laundresses work every day in the week. Witness 129 worked a maximum of 56½ hours in one laundry and a maximum of 60 hours in another; in the latter case therefore washing longer than would be permitted by the Factory Acts (60 hours a week exclusive of meals). Witness 143 is contented as working 60 hours in the week, but this is on the supposition that she came at the right time; she gave us the nominal hours mentioned in the table, and added that she never came in time and was frequently an hour late. Witness 146 worked a maximum of 52 hours. A laundress, in a French laundry, Witness 148, who did no work on Monday, nevertheless worked a maximum of 62 hours on the other five days. In the 16 other laundries the maximum hours per week never exceeded the total permitted in factories.

(a) Hours of work.

HAND LAUNDRIES.

Index No. of Witness.	Description of Work.	Hours of Work						Total Hours			Locality.
		Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.	Including Mornings.	Time per Day for Mornings.	Including Mornings.	
122*	Washers -	2-8 10-8	2-8	2-8 -10	2-8 -10	—	—	44 50	1½ hrs. "	28 44	Acton Do.
	Ironers -	—	10-8	2-8 -10	2-8 -10	2-10	2-8	60 62	" "	28 34	Do Do
124*	Washers and Ironers Do.	Never later than 9, otherwise about the same as No. 122.									Do
125*	Do.	About the same as No. 122.									Do.
126*	Do.	About the same as No. 122, but those who live at Brentford leave at 7.15 to catch the train.									Do
127*	Washers and Ironers (the same person both washer and ironer)	2-8	2-8	2-8 -8	2-8	—	—	42 44	1½ hrs. "	38 39	Do. Do.
67	Ironer -	—	2-8	2-10	2-11	2-11 -12	— 2-4	57 56	"	51 50½	South - west London.
68	Washer and Ironer -	— 2-8	2-8	2-8	2-10	2-12	1 a.m. Saturday	56 61½	— 1½ hrs.	50 55½	Kensal Town.
	Ironer -	—	2-8	2-8	2-8	2-8	2-noon Other women work later	49	"	49½	Latimer Road.
	[Washers] -	—	2-8	2-8	2-noon	—	—	28	"	28½	Do.
128	Ironer -	—	10-8	2-10	2-10	2-10	2-8	53	"	53	Acton.
129	Do. - (a.)	6 p.m.-12	10-8	2-8	2-8	2-8 -10	2-7 -8	64 65	" "	56½ 58½	Do
	(b.)	2-11 a.m. -3 p.m.	2-8	2-8	2-8	2-10	2-10 -5	45½ 70	"	51 61	Do
	(c.)	—	10-8	2-8	2-8	2-10	2-6	48	"	52	Do
140	Washer and Ironer.	2-8	2-8	2-8	2-8	2-8 -10	—	57 58	"	56½ 57½	Do.
141	Ironer -	—	10-8	2-8	2-8	2-8	2-2	55	"	48	
142	Do. -	2-2 p.m. -4	10-8	2-8 -10	2-8 -10	2-8 -10	2-6	64 70	"	57 62	
143	Washer -	— 2-8	2-8 -10	2-8 -10	2-8 (P) -10	—	—	36 44	"	34 45	South - west London.
144	Ironer - (a.)	4.30 p.m. -10	2-8	2-8 -10	2-10	2-10	2-8 -8	64½ 71½	1½ hrs. "	56½ 63	Do
	(b.)	—	2-8	2-8	2-8	2-7	—	43	1½ hrs.	58	Do
145	Shirt and collar dresser	—	10-8	2-10	2-10	2-8	2-noon -11 p.m.	55 69	"	62	Do
146	Washer -	—	2-8	2-8	2-8	2-8	—	48	1½ hrs.	41	Do
147	Do. -	—	2-8 -8½	2-8 -8½	2-8 -8½	—	—	36 37	50 mins. "	38½ 39½	Ealing.
148	Do. - (a.)	—	2-8 -8½	2-8 -8½	2-8 -8½	2-8 -8½	—	48 49½	"	44½ 46	Do
	Washer and Ironer (b.)	2-8	2-8	2-8 -8	2-8 -8	—	—	43 45	1 hr. "	35½ 41½	Do.

* Examples.

If we consider the hours worked per day, 20 laundries will be found to be working beyond the factory limit even in ordinary times the three Ealing laundries described which work from 8 to 8, only allowing 59 minutes for meals, instead of the customary hour and a half.

Although 20 laundry proprietors were interviewed, no desire was manifested to show me over their laundries. This was partly due to the fact that in the hand laundries, the proprietors are nearly always themselves the most hard-worked persons in the place, and that thus, being intensely honest, they did not care to

sacrifice it. To one laundry in Acton I was admitted at 9 o'clock at night, and found the women preparing to go, and taking their wages. The ventilation was extremely good, but, not expecting the invitation, I had no thermometer with which to measure temperature. In another hand laundry in Acton I was admitted, and here the heat seemed the only objectionable circumstance. The temperature in the ironing room at the corner part was 78°, and at the hottest 84°. Beyond this I have to rely on the statements made by laundresses and by laundry proprietors, the latter generally too sweeping to be accepted as universally

tees, as all laundry managers are deeply impressed with the evils arising in laundries conducted on a different system from their own.

Witness 67 stated that she worked in a small laundry in West London where only 16 women were employed. Here there was a washhouse, and above it an ironing room and a mangle room. The ironing room was very dirty, the clothes were dried stretched in the ironing room; everything was sorted, mended, and packed in the same room. The water from the wet clothes dropped on their heads; the window was kept closed in order to keep out the black; there was a stove in the room, which was overcrowded and full of steam. Only one man was employed besides the master, and the women had to stoke the fires themselves.

Witness 84, also employed in a cottage laundry where 10 women and the proprietor's family worked, and that sorting, drying, mangle, and packing were all done in the same room. There was a stove in it, and if they opened the windows the mistress frequently clased them. The room was always full of steam. The sanitary arrangements were bad. No young persons were employed here.

Witness 128, a laundry proprietor at Acton, protested against the danger of spreading infection caused by cottage laundry proprietors, who take the clothes in at their front door, and use their living rooms for washing, drying, and ironing. He considered that an undue encouragement was given to the existence of such laundries by the fact that they were rated merely as private houses, while the rates fell much more heavily on the laundries constructed for the purpose, water especially being a heavy item.

Witness 128 had worked in a steam laundry, and found the hand laundry much cooler.

Witness 145 worked in a cottage laundry; the washing was done in the kitchen, the ironing in the front room, and the drying also, when the weather was wet. In the winter she had to have the window in the washhouse open at the top and bottom, because the mistress would not have the steam pouring into her room. She suffered fearfully from cold, but put up with it because it was not due to her own house. There were six or seven cats about the house and two dogs, and the stench was something fearful.

Witness 148 said that she ironed shirts and collars in the front room of a French laundry with a shop window; the room was very small and had to hold six ironers, three women did washing in an underground room. The stove was in a parlour opening out of an ironing room.

In a French laundry of the same kind in the West End, 1 found four ironers working in a room hardly large enough to admit two more persons, and standing close to a very hot stove. The heat was greater than in any other place I have visited.

Witness 154 worked in a fairly well constructed laundry, where there were five washers. In cold and wet weather they had to have their meals in the washhouse, sitting on the pails, and with their feet and the skirts of their dresses in water.

In the hand laundries day work is the rule, and piece-work the exception. The uniformity of day wage, although regarded by the laundresses as a matter of course, seems to me very remarkable.

Of the laundry proprietors in Acton—

Witness 130 stated that he paid his laundresses 2s. 6d., 2s. 6d., and 3s. a day, and two half pints of beer.

Witness 137 paid 2s. 6d. to 3s. a day, and beer.

Witness 132 paid her washers 2s. 6d. a day, plain ironers the same, shirt ironers 3s. a day. But some of her best shirt ironers were on piece-work, and when working overtime made about 4s. a day. She employed no young persons.

Witnesses 131, 134, 135, 136, and 137, members of the Acton and West London Laundry Proprietors' Co-operative and Industrial Society, stated that in Acton all proprietors paid the same wages. Washers were paid 2s. 6d. a day of 12 hours including meals, with 2d. a day for beer. Ironers, 2s. 6d., 2s. 6d., and 3s. with beer. All were paid 3d. as bonus for overtime, and deductions for short time were made at the same rate.

But although they all pay the same wages they do not charge the same prices, nor will they allow their prices to be known, frequently charging different prices to different people.

Of the Acton laundresses—

Witness 138 had received 2s. 6d. a day at a steam laundry in Hammersmith when only 17, and afterwards in Acton received 2s. 6d. a day, 3d. an hour overtime and beer.

Witness 139 received 2s. 6d. a day, 3d. an hour overtime and beer, in two laundries in which she had been a plain ironer.

Witness 140, washer, received the same.

Witness 141, an ironer, received 2s. a day when she came to a learner at 15 years of age. Had been paid 2s. 6d. a day for some years past, with 3d. an hour overtime and beer.

Witness 142, an ironer, was paid 2s. a day, with overtime pay and beer. She added that she came when she liked and went when she liked.

In the Fulham and Hammersmith districts—

Witness 67 stated that in the hand laundry which she described, the washers were paid 2s. 6d. a day, and the ironers 3s. a day, with 3d. an hour overtime and four half pints of beer, instead of the usual quantity; the extra amount was given to enable them to work late hours.

Witness 80 was paid 2s. 6d. a day, 3d. an hour overtime and two half pints of beer.

In a cottage laundry in Latimer Road, the five washers were paid 2s. 6d. a day, two of them did plain mangle at the end of the week, and only received 2s. a day and 2d. for overtime. She herself was paid 2s. 6d. a day, 3d. an hour overtime and beer.

Witnesses 146, 148, in two different laundries, received the same.

Witness 149, ironer in a French laundry, was paid 3s. a day, 3d. an hour overtime and two half pints of beer.

Witness 145, a washer, was paid 2s. 6d. a day, 3d. an hour overtime, and only 6d. a week for beer.

In Ealing, in the three laundries about which evidence was given, the hours were normally the same as in Acton, 8 to 6, but only 50 minutes being allowed for meals, the ordinary day was really longer. Notwithstanding the longer hours Witness 154 stated that she and the four other washers only received 2s. a day. They only worked about 20 minutes overtime, and this was not paid for, but, on the other hand, no deduction was made when they came late. This witness remarked that some of the women came punctually.

Witness 156 said that she was paid 2s. 6d. a day and two half pints of beer. The usual amount paid to washers in Ealing was 2s. 6d. a day. Overtime was 3d. an hour. At another laundry in Ealing she was paid 2s. 6d. a day, 3d. an hour overtime and three half pints of beer.

This uniformity of daily wage must be largely due to the comparative absence of young persons. In Acton I gathered that it was the custom to send girls to service on leaving school, or to the steam laundries of which there are a few in the neighbourhood, and fee them to leave later on when old enough and strong enough for the work in the hand laundries.

As hand laundries are now by the Act of 1891 subject to sanitary inspection, and have no machinery, the clauses in the Factories Acts which would most affect them if extended to laundries are those limiting the hours of labour of adults as well as young persons. The results of such a limitation was so very problematic, that some of the employers found it difficult to decide whether they would or would not be injured by such a restriction.

Witness 102, laundry manager, said that she and her husband were both in favour of a limitation of hours. At Willesden they had tried to induce the women to leave off at 7 o'clock, but shorter hours entailed the employment of a larger number of women, as the washing had to be finished on Thursday night in order to have it dried and mangle on Friday and sent home. But their laundresses strongly objected to others coming in to finish the work earlier, and therefore they often worked until 10 o'clock. She did not feel hopeful that customers would pay higher prices. One laundress in the neighbourhood charged 6d. a dozen for everything, and one customer said this was exorbitant. Witness herself had once tried to do so, and could not make it pay because the customers kept back all the easy things to be done at home.

Witness 103, laundry proprietor, said a limitation of hours would raise wages and take away the profits of the

(2) There is enough easy time taken of hours.

of customers.

small laundries; the small ones Friday would either be done at home or sent to street laundries, and could do them cheaply by machinery. Landresses were the most independent people on the face of the earth, and if they did not want to work they would not. If they had not much work the women would often go slow on purpose to have to work overtime.

Witness 104, the wife of the above, thought it would be a very good thing if small laundries were put on an act. She herself had often worked till midnight on Thursdays. It was no wonder that nearly everyone of the landresses in Acton drank. They were not a bit the better off for the money they earned, and their children went to rags, knocking about as they pleased at night. She pointed to a shirt brace who carried 3s. a day, and by getting drunk, without working on Monday, she took the money in the same way, and she often came on Monday to have a shilling advanced to her. One woman who used to work for her had a husband who was always out of work until she died, and then he seemed to find it quite easy to get work. The Factory Act had done good to landresses, and they would go round to landresses.

Witness 105, laundry proprietor, was in favour of a limitation of the hours. If all employees were in the same position, it would only have the effect of raising prices and compelling ladies to leave enough clothes so that they need not all be returned on Friday night, and dirty linen could be taken away at the same time that the clean linen was returned. It might throw more work on domestic servants, but they were not likely to submit to that, and he did not think it would matter much if the landresses of households were in consequence compelled to work long hours. The landresses in Acton had been in favour of a limitation of hours at the time of the Hyde Park agitation, but when they found that many of the employees were also in favour of it they concluded there must be something in it which would be to their disadvantage. In Acton the women all drink but they worked; the men drank and did not work.

Witness 127, laundry proprietor, said that he and his wife employed about 15 people; his wife used to work at another laundry and earned more as an ironer than she made now working on her own account. They often worked through the night and did not earn as much as the women they employed, taking into consideration the hours they worked. In winter he could get plenty of hands, as men were out of work and their wives wanted money. In summer labour was most difficult to get. If hours were limited he did not believe customers would ever pay more. Ladies screwed the landresses down dreadfully. Three-fourths of his landresses were married women. They were supposed to come at 8 a.m., but rarely did so.

Witness 131, laundry proprietor, said that in summer, until the end of July, trade was very busy, people were in town, and the husbands of the women were in work; there were therefore fewer hands and a greater demand for them, and overtime was absolutely necessary. There was a great deal too much drink among the landresses, and she refused to give them beer but gave them tea and coffee instead. The men in the leading trade earned very good money, but they drank it.

Witness 176, secretary of the Acton and West London Laundry Proprietors' Co-operative and Industrial Society, said that about 80 proprietors belonged to the society, of whom less than a dozen owned steam laundries. The question of extending the Factory Act had never been put to the vote, he was himself in favour of a limitation of hours, and believed several of the employers were also.

Witness 138, laundry proprietor (included by me in the table of hand laundries, although in the washing and mangle processes steam power is used) had no objection to any limitation of hours which was general and affected all alike. Customers would have to pay more. Nearly all his landresses were married or had children to support. The husbands were generally bricklayers' labourers. The women came where their husbands were out of work. In the busy season, in summer, when women were most wanted and there were fewest of them, they made things worse for the husbands by going fruit-picking and posy-picking. In August, September, and October he gave his best hands work in order to keep them, otherwise he would prefer to shut up in those months. If when hours were limited prices did not rise and labour could not be obtained without increased pay, there would be a

tendency to go from time daywork to piece-work to get it done in the time, and piece-work meant slavery and bad work.

Witness 136, laundry proprietor, was in favour of limitation of hours. If hours were limited, ladies would have to have more time, and it would have to be collected when the clean linen was taken back. Women would want the same pay for the shorter hours, and prices would rise as labour was scarce. If prices did not rise piece-work would be necessary. If prices rose probably some people would do their washing at home, but those were the people all the landresses could most easily afford to lose. Four or five of his 80 landresses were young persons, and only two or three were married. Most of them came to Acton every day from Brixton, and never worked later than 9 p.m., so they had to catch the trains.

Witness 135, laundry proprietor, did not object to a limitation which was universal. Several of his landresses were against it; the majority of them were married women.

Witness 139, laundry proprietor, was not decided on the question, he would like to see hours reduced, but was afraid that the steam laundries would get the advantage of hand laundries instead of prices rising. He employed no young persons, and nearly all his landresses were married.

Witness 137, laundry proprietor, employing only a few hands, considered a limitation of hours quite unworkable, as the landresses could never be reduced to come potentially in the morning.

One of the laundry proprietors thought that if any Act were passed the laundries of millmen and gentlemen should also come under it. Witness 133 thought there was no need to raise the question now, as if any Act were passed, they would see to that point themselves afterwards.

Witness 67, landress, was strongly in favour of limitation of hours. Work was often brought up late in the evening instead of the next morning, because then the landresses worked extra hard in order to get away. She herself had often been obliged to stay till 11.45. One man in the neighbourhood kept his shop open on purpose for the landresses at this place. Her two children were sent to be minded, and she had to call for them at that late hour and take them home. She paid 1s. a day for the two, and more when she left them till late.

Washers were nearly always married women; often had been servants obliged to work after marriage, with no trade to turn to. Their husbands were often labourers, and frequently out of work.

Witness 86, landress, a widow with one child, was quite sure a limitation of hours was necessary.

A landress in Acton said that if she wanted to leave off work she left off, and if she did not want to she did not.

Witness 132, landress, Acton, thought it would be a good thing if women were compelled to leave off earlier. She was married at 17, and worked at a steam laundry; the long standing brought on displacement of the womb, but the heat from the drying cloths did her most harm. Her health had been much better in the hand laundries. She had five children, and her husband was frequently out of work.

Witness 130, landress, Acton, said that if hours were limited she would lose 5d. on Fridays. She wanted more work not less. She lived apart from her husband, and had two children to support; she had not been able to earn enough by needlework at home, and therefore had gone out to work. Her husband looked after her baby, she paid her 1s. a week to do so, and 2s. 6d. rent. She generally earned 12s. 6d. a week.

Witness 140, landress, Acton, was unmarried, but had a child to support. She was formerly a servant; she thought there was not much difference between laundry work and domestic service, except that perhaps the former was a little more tiring. She paid 6d. a day for her child to be looked after, and 3s. 6d. rent. She was indifferent on the subject of a limitation of hours.

Witness 141, landress, Acton, had been married nine months, and made an arrangement as the time never to stay at the laundry later than 9 p.m., as her husband was a night worker and she had to have his food ready before he went away. She did not want a limitation of hours. The women wanted the money they made by overtime. Nothing would induce the men to work in many cases, and their wives were obliged to go out. If the women did not want to work they could settle their own hours, and no one could make them work if they did not want to.

Witness 143, landlady, Acton, said she left off work when she died. She did not agree with the Factory Act. If she did not want to work she would not, but she had no objection to working overtime if she was asked properly. Her husband had had night, and they had one child to support. She earned hardly anything in slack time, and liked to earn as much as possible in the busy time to buy clothes and other things for the year.

Witness 140, landlady, a widow with one child to support, objected to working such late hours. She would rather have her money than work so long hours. She found all the good shops closed, and had to pay double or very worse things at the small shops which remained open late. She had brought up seven children without any help for some years. She used to pay 8d. a day for the youngest child, and at least 1d. extra for every 3d. overtime that she earned; she paid something additional for the older child. Two of her children were sent to service for five years or so, and then went to a dyer and cleaner's and framed curtains. The eldest left service because the work was too hard.

Witness 144, landlady, a single woman, and she would rather have shorter hours even with less money. When I pointed out that in her present situation she did not work any longer than was allowed by the Factory Act, the landlady's protest was much excited, and declared they wanted no Factory Act but an Eight Hours' Bill. They saw no reason why they should work at the laundry and slave at home, while their husbands only did eight hours a day.

Witness 147 used to work at a laundry. She had to pay 1s. a day for her two children to be looked after, and 1d. an hour or more. There was a day-nursery in the neighbourhood, but it was only open from 6 to 9, and therefore of no use to her.

Witness 154, landlady, was in service before marriage, her husband was a builder's labourer, and his work became so slack, that three years after marriage she went into a laundry. She paid 4s. a day to a person across the road to look after her little girl.

Witness 155, landlady, before marriage was a tailor's, and lived at King's Road. She earned 13s. to 25s. in a warehouse in the city. She married a shoe-maker. He afterwards incurred a great deal from illness, and she had to make moccasins and jossite coats at home for two people in King's Road. Her husband was extremely ill, a quarter's pay was being to the Old Fellows' Club to which he belonged, and he was "sweated." She was then obliged to sell her sewing machine. Her husband had got employment in another part of London, but for some time he might have been falling. She could get no help in the neighbourhood, and therefore went out to laundry work. Her husband looked after the children, and her eldest raised the baby. She worked up to within a few days of her last confinement, her months ago and both she and the baby had been ill ever since. The women generally worked up to the last before confinement. Some of them came back a month, and some three weeks after confinement. They left their children in charge of some one, and in several cases had them brought up to the laundry at dinner-time to be suckled, although then they were tired out with their morning's work. One woman used to pay a girl 2s. a week to look after her baby, and to bring it up to her at the laundry. The landladies often eat the dinner for the children in the morning before they went to work, and the children ate it in the streets.

At the time of the landladies' agitation for the extension of the Factory and Workshop Acts to landladies last year, several hundred landladies enrolled their names on the books of the Landladies' Union. I have only succeeded in getting myself in communication with two of the nine branches then formed, the secretaries of the other branches making no reply to letters addressed to them. There are no printed returns available, and I have no means of ascertaining whether some of the branches have any paying members on their books. I doubt whether there are now 60 paying members in the whole union. Female education is not, however, a characteristic of the landladies as a class, and the cause of the apparent failure of the trade union is probably due to ignorance and lack of education.

VI.—NECROSIS AMONG MATCH WORKERS

At the instance of the Chairman of Committee C, inquiries have been made with a view to ascertaining the extent to which necrosis of the jaw is prevalent

amongst match workers, the causes of the disease, the precautions taken by employers to prevent its occurrence, and the treatment resorted to by the sufferers.

After an interview with the honorary secretary of the Match Makers' Union, and an examination of the various statements made by the press, I went on May 5th without previous notice to the match works of Messrs. Bryant and May, in the Fairfield Road, Here; accompanied by Mr. Tom Mann. Mr. Gilbert Bartholomew, managing director, accompanied by Mr. Dixon, managing director, took us through the four factories in which matches are made, viz., the Victoria and Crown factories in which wood matches are made, the wax rope factory, and the patent safety match factory. Mr. Bartholomew gave me a letter of introduction to Mr. Gosses, M.B.E., the on-again under whose care persons affected by necrosis are placed by the firm, requesting him to give me every information on the subject. Messrs. Bryant and May also sent me an invitation to go again over the factories, and to go more fully into any points which I might have overlooked in my first visit.

On the same day the manager of Messrs. Palmer and Sox's match factory, Old Ford Road, sent without previous notice seven men of our visit, intended to show us over his works. A letter from Mr. Tom Mann, giving his impressions of these two visits, is appended to the report.

On May 12th the Salvation Army match factory at Haskins Road was visited, and on the same day I was shown over the works of Messrs. Bell & Co., St. Leonard's Road, Bromley, by one of the managing directors. On the following day I was shown over the works of Messrs. Martin, Harris, & Co., Stratford, by Mr. Martin.

Messrs. Bryant and May are the only large makers of the safety matches, no phosphorus being used in making these matches, and the red antiseptic phosphorus used on the boxes themselves seems to be innocuous. No case of illness in this department has been brought under my notice from any quarter. The arrangements in the factory and in the Salvation Army factory need not therefore be discussed in this connection.

Messrs. Bell & Co. are next to Messrs. Bryant and May, the largest firm of match makers in England. They employ about 450 women and girls and 100 men, of whom, however, a very large number are engaged in box-making, and have nothing whatever to do with phosphorus of the rest, nearly all are engaged in making wax matches, only some 25 or 30 girls being employed in making wood matches. Here it was explained to me that it was absolutely necessary not to allow wood matches to be made "kale dry," as they were then liable to "fire" in the process of "bitting down," i.e., of being cut in two. As it was a hot day, a demonstration of this liability was given several times within five minutes. All makers of non-safety wood matches are therefore liable to exposure to a very slight fume, and also to having a certain amount of phosphorus sticking to their hands. I noticed that these girls nearly always placed the palm of the hand over the phosphorus on each bundle of matches, in order to make the matches lie evenly before putting them in the cutting machine.

The wax matches not having to be cut in two are dried harder than the wood matches, and the danger resulting from want of care in washing hands and rinsing the mouth before eating is less great.

Messrs. Bell & Co. have moved from Wandsworth to Bromley within the last three years, and their factory has been built on entirely new principles, their drying and drying rooms being built on the roof of the factory. Only two women work now these rooms, and the only danger to which the women are exposed is therefore that consequent on handling matches not quite dry. The wood match department a very small one, was the only one which struck me as being inadequately ventilated. Messrs. Bell & Co. state that they have never had a case of necrosis amongst women; but they also say that the class of girls employed in Wandsworth was less tough and more clumsy than that of the girls in the wood match room at Bromley; somewhat more care may therefore be necessary in their new factory, and the ventilation of this room might certainly be improved. Water is provided for washing, but no soap or cleansing sand. Messrs. Bell & Co. state that they have only had one case of necrosis amongst their dip-ters (men), and that was at Wandsworth. The men do not take any gargoil as a precaution.

* This statement I have found to be incorrect, vide page 25.

Messrs. Palmer and Son make wood matches and wax tapers. They state that they have never known a case of necrosis amongst women in their factory. I may at once mention that two girls, whom I saw in their own home later on, who are employed at Messrs. Palmer and Son, said that they had never heard of a case there. If this is correct it is the more remarkable, as one of the dipping rooms is actually in the room in which the girls are sitting down the wood matches; the ventilation is more inadequate than in any factory I have visited, and the girls working close to the dipping stone are unusually exposed to the fumes rising from it. They are not, however, in any way exposed to fumes from the drying room, and in addition to this they are drawn from a class obviously superior in habits of neatness and cleanliness to those to be found in the other wood match factories.

Messrs. Martin, Harris, & Co. make wood matches, and wax tapers; about 40 women are employed in the wood match department. They are not in any way exposed to fumes from the dipping rooms, which are in sheds adjoining the factories with two sides exposed to the weather. They are also free from any danger from drying rooms, having to go into the open air across a passage to fetch their coals. The rooms itself seemed ventilated on a good system. Any liability to necrosis would therefore arise in this factory through some neglect on the part of the women match workers, or to some liability incurred by persons of delicate constitution, against which no safeguards have been suggested. Messrs. Martin and Harris stated that they had never known a single case of necrosis amongst their women workers, and also that only one man, a dipper, had been affected by the disease within the last six years. Subsequent evidence, however, has led me to the conclusion that Messrs. Martin and Harris are mistaken in this belief.

Before revisiting Messrs. Bryant and May's factories, two women, who had suffered from necrosis while in the employment of Messrs. Bryant and May, were questioned in the factory in which they are at present employed, and two persons at present under treatment for necrosis, whose addresses were given me by Messrs. Bryant and May, were visited in their own homes. Of these—

Witness 93, a married woman, had been a cutter down in the centre factory; she had been five years in Messrs. Bryant and May's employment. Necrosis began in February 1891; she was placed under the treatment of Dr. Garman, and received an allowance of 2s. a week for 32 weeks, when she was pronounced cured. She had had several decayed teeth before necrosis began, but had never been to a dentist about them. She considered that she was not cured, as she frequently suffered pain from her teeth, and occasionally had a swollen face.

Witness 94, a married woman, age 38, entered Messrs. Bryant and May's employment when she was 16 years of age; when 18 she married a boy of the same age, and in the same year, 1882, necrosis began. She was treated by Dr. Garman, and for three years received an allowance of 1s. a week from Messrs. Bryant and May. She considered it a hardship that when cured Messrs. Bryant and May refused to take her back again into the factory.

Witness 95, a single woman, living in Boscley-by-Bow, said that she had worked in the Victoria factory for 28 years; for 15 years had been a kind of forewoman, and had to examine matches in the drying department to make sure that they were properly dry. She had never had a touch of necrosis until February 1890. She considered that the attack was partly due to a decayed tooth; this tooth had been stopped for 10 years, when she went to a dentist in Stratford and paid 1s. to have it out; he broke it and left half of it in, and she went on working with this decayed part exposed. She had been under Dr. Garman ever since, and had received an allowance of 2s. for the first few weeks, which was afterwards raised to 3s., in consideration of her long service. She was now cured, had had false teeth provided by Mr. Gill, Messrs. Bryant and May's dentist, and was shortly going to be given a job in Messrs. Bryant and May's box factory, on Bow Common, where no phosphorus is used. Water had always been provided in abundance, but the cleansing fluid now provided had been given since she left. Women in the Victoria factory had nothing to do with the dipping room; if they went there they had to listen to it. There was a slight fume from the matches if not quite dry, and this she thought must be the cause of necrosis in the case of a cutter down.

Witness 96, living at Bow, said that he had been a dipper in Messrs. Bryant and May's wax taper factory for four years. Necrosis began in May 1890; two months before this he had had influenza, and was absent for some weeks; he went back to work, and during the Easter holidays had a tooth extracted because it ached. He had other decayed teeth at the time, but had never thought of having them stopped. Messrs. Bryant and May had paid him his wages, 2s. a week, ever since; being in a weak condition in the early part of his illness, after several teeth had been extracted, he was sent by them to Southend for three weeks to recruit. He expected shortly to be able to have false teeth put in, and to be quite cured. He was a teetotaler for three years before his illness, and the other men had told him that if he had taken his glass every day this illness would not have happened. He had not taken any opium, and had not heard of such a thing being in use. (On inquiry into the truth of this statement Messrs. Bryant and May informed me that the man was quite sincere; the people now in use was not supplied to the men until just after he left; his case had suggested the necessity for some stronger wash than the plain water hitherto used.)

Having previously arranged with Dr. Garman that he should have the facts relating to his necrosis patients ready for me on my second visit to Messrs. Bryant and May, on May 28th, at the Fairfield Works, I went through the list of persons now under treatment for necrosis, Mr. Gilbert Bartholomew and Mr. Dixon giving me information as to their employment in the different factories.

Revisiting their box factory from consideration, Messrs. Bryant and May employ 1,150 women and 500 men in their match factories. Dr. Garman had been the surgeon to whom Messrs. Bell and Black used to send their cases of necrosis more than 30 years ago, and was in a position to state that the proportion of women affected was decidedly less than formerly. The persons now actually under treatment were—

Boy, age 16, had been four years, or nearly so, in the factory and earned the pence from the dipping room to the drying room; was attacked by necrosis in June, and was now convalescent. Had received an allowance of 1s. a week.

Men.

1. A dipper, employed seven years, was very delicate. Necrosis began in August 1883; he has been under treatment ever since. He had received 20s. a week all the time, and 1s. a week extra when ill with influenza.
2. A dipper, employed nine years. Necrosis began in 1884, and he had been receiving 2s. ever since.
3. A dipper, Witness 96. Necrosis began in 1890; nearly cured.
4. A dipper, employed 12 years. Necrosis began in August 1891; received 2s., and is now nearly cured.

Women.

1. Witness 92, forewoman in Victoria factory.
2. Cutter-down in the centre factory for two years. Necrosis began in 1890, under treatment of Dr. Harvey, and in receipt of 2s. a week ever since. At times, when her real skin was raw, this allowance has been raised to 2s.
3. A cutter-down in the Victoria factory for 10 years. Necrosis began in 1883; has received 2s. a week ever since, as she has two children and her husband did little towards their support.
4. Cutter-down in the Victoria factory for 30 years. Necrosis began in 1889, has received 2s. ever since.
5. Cutter-down in the Victoria factory for six years. Necrosis began in 1890, is a single woman living with her parents, and receives 1s. a week.
6. An exceptional case. This woman worked in the Victoria factory for 12 years, and left in 1889. In October 1889 she was brought under their notice as having necrosis; she stated that she had not been employed in any other factory in the meantime; her husband was a dipper still in their employment, and they knew her to be perfectly trustworthy; she was therefore placed under Dr. Garman and given an allowance of 1s. a week, which has since been raised to 1s. (Her address was given to me for me to ascertain further particulars, vide page 25.)

(c) K. Garman of Messrs. Bryant and May, and Dr. Gilbert Bartholomew, M.D.C.S.

Cases of necrosis now under treatment—

(b) K. Garman of Messrs. Bryant and May.

7. Cutters-down in the Victoria factory for 12 years. Necrosis began in 1897, a very nice girl (described to me by Witness 92 as the cleanest girl that ever lived), in receipt of allowance of 25s a week.

The numbers employed in the Victoria and in the Centre factory are about equal, being about 200 in each case. I had intended to ask in what factory Witness 94 had worked, as her illness began and was cured so many years ago. Of the eight other cases it is noticeable that six women were employed in the Victoria factory and only two in the Centre factory. Of these two in the Centre factory, one was attacked twelve years ago, and the other was regarded by Dr. Garman as having been only slightly affected in comparison with the majority of cases. No cases had occurred in the wax vests factory except among men dippers. Mr. Bartholomew could not recall a case, and none has been reported to me. The predominance of cases from the Victoria factory seemed to support the existence of some contributory cause of necrosis in this factory, in addition to one cleanliness and neglect of teeth, which latter cause Dr. Garman stated was nearly always present in the cases treated by him, although every one would have her teeth attended to by Mr. Gill at the expense of the firm if they chose. Mr. Bartholomew and Mr. Dixon therefore went over the three factories with me a second time, giving me every assistance in looking for possible defects, and allowing me to make a third inspection of the Victoria and Centre factories.

In the wax vests factory the cutters-down proved not to be at all exposed to the fumes from the drying rooms.

In the Centre factory, a very lofty room, ventilated at the sides and from the roof, some of the drying rooms are at the bottom of the room, which is a very long one, the cutters-down are at a considerable distance from these drying rooms, and even when the two doors of the drying rooms, the one opening into the centre hall and the other into the dipping room, are open, say that that there might be would be carried off without reaching the women. Other drying rooms are in the dipping room itself, and the girls passing through to fetch their coils are therefore for a very short time exposed to the phosphorus fumes. The dipping room here was well ventilated, and a Blackman's air propeller is shortly to be fixed in this factory in accordance with the advice of the factory inspector.

The Victoria factory is differently constructed. On one side are the dipping rooms, ventilated from the roof and from one side, down the middle are the drying rooms, opening on one side into the dipping rooms and on the other into the cutting-down room. Down the other side are the cutting-down benches, three women working at each bench, a gallery, used as a packing room, runs along this side above the heads of two of the three women at the benches, the windows below this gallery are open at the top, which is only slightly higher than the doors of the drying rooms, from which the third woman is set far distant. It seemed to me that although in other respects the ventilation was good, whenever the wind was in a particular direction and blowing through the dipping room at the same time that both doors of a drying room were open, in order to give out the fresh coils, the fumes from the drying room as well as from the dipping room would be blown towards the cutters-down working at the other side, and that persons in a weak state of health and with decayed teeth exposed might suffer in consequence.

On May 24th I called on witness 128, the woman already referred to (vide page 24) who had been affected by necrosis some time after she had left off working in the factory. She told me that she had been many years at Messrs. Bryant and May's, and was a cutters-down in the Victoria factory, working at the first bench at the end next just opposite the drying rooms, the choice place herself and always worked there. The manager told her that she ought to have several teeth pulled out, and at the end of the week sent word to her that she was not to come back until she had had these attended to. She preferred to stay at home and did not go to the dentist. She had always had very bad teeth, and was not aware of anything especially the matter until more than three years after she had left the factory, she then went to Dr. Harvey who said that he could do nothing for her until she had some teeth out, this she refused to have done. The London Hospital refused to treat her except as an out-patient. She then went to Dr. Garman, she had not gone to him before as she

was afraid to seem to be imposing on Messrs. Bryant and May. They made her an allowance of 10s. a week which was lately increased to 15s.

Having been informed by Witness 92, formerly forewoman in the Victoria factory, that two girls who had worked under her there had afterwards gone to work for Messrs. Martin, Harris, and Company, and some years later had been affected with necrosis, and Witness 128 making a similar statement, adding that one of them had been operated upon in the London Hospital, I wrote to Messrs. Bryant and May, asking them if they could give any particulars as to the length of time these two girls had been with them and the dates of their leaving the factory. Messrs. Bryant and May replied that one of them, named Kottbridge or Kettbridge, worked in their factory for about five years and left in 1880, and that the other, Mary Goddard, had worked there several years and left in 1880 or 1881.

Having obtained the address of a girl who had formerly worked in the factory of Messrs. Martin, Harris, and Company I called on her at her home in Stratford. This girl, Witness 144, said that she had been employed by Messrs. Martin, Harris, and Company for five years, and left two years ago to take a place as a jucker at Messrs. Bryant and May. She knew two men and two women who had necrosis while she was at Messrs. Martin, Harris, and Company's factory. These were:—

Frank Rafferty, of whose illness Mr. Martin had himself informed me.

Joseph Fox, a very delicate man who worked in the mixing room and was now dead.

Elen Kottbridge, afterwards Mrs. Farnham; she was working in this factory before Witness 144 went there in 1884, she was taken ill a long time after while employed there and operated upon in the London Hospital. Her address was unknown, but she was living in the neighbourhood.

Mary Goddard, also there before Witness 144 went (afterwards Mrs. Dillaway), was under treatment at the German Hospital as an out-patient. She would not be quite sure that Goddard had necrosis as she was not diagnosed by it. She was cured of her disease, whatever it might be, and died some time after in her confinement.

This witness stated that at Messrs. Bryant and May's works the women who absent to have their teeth attended to by Mr. Gill, even though nothing worse was the matter than a decayed tooth, still drew their money.

Having called at the London Hospital and asked that a search might be made for the name of Ellen Farnham, it was found that a woman of that name had been admitted on 28th June 1887, had been discharged to the out-patient department on July 16th, 1887, and was suffering from necrosis of the jaw.

Having written to Messrs. Martin, Harris, and Company, and informed them of the three persons said to have been affected by necrosis when in their service, the following reply was received:—

"We are in receipt of yours of June 1st, and in reply beg to say that when you called here some time back we gave you all the information it was in our power to give."

As regards the three cases mentioned by you:—

1. Joseph Fox. This man was in our service for some years. He left as suffering from consumption, went into the hospital and died from that complaint. We were not aware that he had necrosis, and the information in your letter is the first we heard of it.

2. Mary Goddard. Some years back we had a woman of this name in our employ for about two years. She came to us from another match factory. She never while here showed any signs of having necrosis. She left us, we believe, to be married, and we afterwards heard she had died in giving birth to her second child.

3. E. Kottbridge or Kettbridge. We have some difficulty in tracing this case, as we cannot find anyone of that name having been in our employ. Some years back a girl of similar name came to us from another match factory, but was only here for a few weeks and as far as we knew nothing whatever was the matter with her during that short time.

Yours truly,

Martin, Harris, & Co. (Limited),
H. J. Martin,
Secretary.

Having at last ascertained the address of Mrs. Farnham (née Kottbridge), Witness 144, I called at her

Witness 144.

(1) Entry in the register of the London Hospital.

(2) Letter from Messrs. Martin, Harris, & Co.

(3) Register of births in the London Hospital.

End of page 25 (Mrs. Farnham).

home at Stratford. She said that she did not know her age, or how old she was when she went to Messrs. Bryant and May. She was there several years, and left because she was put into the machine room to work instead of cutting-down, to which she was accustomed. She then went to Messrs. Martin, Harris, & Co., and worked in their wood match room as cutter-down. She believed she was there nearly seven years, she was certainly there a long time. In October 1886, while still working, she married, and a fortnight after she developed necrosis. She did not know what was the matter, and went on working as long as the pain would let her, until she was told at Bartholomew's Hospital that she must have the match factory at once, and that she ought to undergo an operation. She applied to Messrs. Martin, Harris, & Co. for assistance; she recovered a gift of £5 for nourishment, but Mr. Harris told her they could give her nothing more. She was told at the London Hospital that her life would be endangered if she did not immediately undergo an operation. She then allowed herself to be operated upon twice. Fear prevented her from going back to the London Hospital to have a third operation and a false jaw and teeth put in, and she is therefore much disgraced, although quite cured. She stated that until necrosis began, she was perfectly well, and her teeth were quite sound, even when afterwards they began to drop out. Her lower jaw was not affected and the teeth are quite sound, nor has she had any illness since she was cured. She did not think that anything could have been done to prevent her illness, and blamed no one for it.

She was quite certain that Joseph Fox had necrosis, and knew that Mary Goldsack suffered from "dissolved jaw" and attended the German Hospital, but she did not think she had "plucky jaw."

Information was also given to me as to the existence of cases of necrosis at Wandsworth amongst match-workers at the factory, which was afterwards moved to Broomfield. My personal investigation I found this to be true. A young man, now employed elsewhere, stated that he had a slight attack of necrosis, when working at Bell's factory, at Wandsworth, and was treated for it at Westminster Hospital as an in-patient, after having been for some months under the sick club doctor at the factory. He had paid £4 a week to the club, and received 4s. a week for a few weeks from it. He received no allowance from Mr. Bell, who knew he was ill, but did not ask what was the matter with him. He was acquainted with another man, whose name he gave me, who had necrosis.

A surgeon at Wandsworth also stated that he had attended another man, whose name he gave me, attacked by necrosis at Bell's factory before it was moved. The man recovered no allowance.

No case of necrosis amongst women at Wandsworth has been brought to my notice, and it may be that none exists. But it is obviously impossible to place any confidence in the statements of employers who appear so ignorant of the facts.

Under the circumstances, it is also impossible to compare the liability to necrosis at the different factories. In the factories of Messrs. Bryant and May, who have furnished me with the names of every person affected by necrosis since 1880, I find that on the average three women per annum have been affected by this disease, 80 women having been under treatment since that time. These cases have all occurred in the non-safety wood match factories, the 700 women employed in the wax tests and painted safety match factories, so far as I can gather, being untouched by necrosis. So far as now appears are concerned, Messrs. Bryant and May's liability is to that of the largest wood match making firm as 10 to 1.

Of the men and boys employed during the last 12 years, 13 have been under treatment for necrosis.

The causes of necrosis among women seem to be — (1) On the part of the operatives, neglect of teeth, carelessness in eating meals without previously skimming mouth and hands, and a habit of putting the fingers in the mouth while at work, combined with a weak state of health.

(2) On the part of the employers, inadequate ventilation and exposure to fumes from drying rooms and dipping rooms.

As men are necessarily and constantly exposed to the fumes of phosphorus, the use of a gargle in their case seems absolutely essential.

I am informed by Messrs. Bryant and May that they have instructed their architect to carefully consider the best means of removing any defects that he may find in any part of their works, and that his report will shortly be made to the firm.

I have to acknowledge the courtesy shown by all the firms referred to, in permitting me to inspect their factories, and the unwavering patience and solicitude with which Messrs. Bryant and May have responded to my numerous applications to them for information.

I am, Sir,

Your obedient servant,
(Signed) CHAS. E. COLLYER.

Read and approved,
(Signed) HENRY COOKE.

COPY OF LETTER FROM MR. T. MARY.

DEAR MR. COLLYER,

7th May 1892

Respecting the visit to Messrs. Bryant and May's and Messrs. Palmer and Sons's, I could not speak with any authority in the sense of saying conditions might or might not be materially improved. I was very favourably impressed with the readiness, frankness, and willingness of Mr. Bartholomew to show me all details exactly as they are in ordinary working periods without any preparation for visitors. I had expected to find that the dipping room or rooms were situated so that their fumes as they rose necessarily circulated around other workers on floors directly above the dipping rooms, but found, as you know, that the dipping rooms are on the same floor and under the same roof as the general body of workers, but that there are no workers directly above them. Although there are many open spaces serving as ventilators, there was, in my judgment, a decided lack of anything in the form of scientific ventilation. The open slots appeared to me to be so situated and used, that with the changing mode I should think it highly probable that the fumes from the dipping department would be carried directly into the main factory, where hundreds of girls and women are working. I was therefore pleased to learn from Mr. Dixon that they now intend to fix mechanical appliances, so that a scientific method shall be applied in the future. In my opinion this ought to have been done long ago, and no time should be lost by Messrs. Bryant and May in fixing the ventilating apparatus, if they desire to demonstrate their concern for the welfare of the health and well-being of the operatives.

Mr. Palmer and Sons, the same applies but in a greater degree. In my opinion there was not even a moderate amount of open slots, or windows or ventilators in any shape, to supply the reasonable requirements of a body of workers almost continuously working under the smoke by the ignition of boxes or bundles of matches. The rule of thumb, and that a bad and ugly thumb, appeared to me to stamp both firms.

Yours faithfully,
TOM MARY.

(1) Name of the Works.

(2) Number affected by necrosis.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

REPORT

BY

MISS CLARA E. COLLET
(LADY ASSISTANT COMMISSIONER),

ON THE

CONDITIONS OF WORK IN LUTON AND
BRISTOL.

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THE EMPLOYMENT OF WOMEN.

To GEORGE DRAGG, Esq., Secretary,
Royal Commission on Labour.

Sir,
I have the honour to present to you my Report on the conditions of employment of women working in Luton and Bedford.

I.—LUTON.

PRELIMINARY STATEMENT.

Evidence having been given before Committee C. relating to the straw-plait and straw-hat manufacture in Luton and the neighbourhood, Miss Orme was requested to arrange for a supplementary inquiry into the conditions of work in this district.

On the 18th March Miss Orme, therefore, went to Luton, and was received by the President and other members of the Luton Chamber of Commerce. Information was given her concerning (1) the straw-plait industry, (2) the conditions of work in domestic workshops as compared with those in factories, and (3) the alleged existence of a system of truck. The somewhat peculiar organisation of industry in Luton rendered it advisable to give some time to a personal investigation of the condition of straw-plaiters and straw-hat makers working to their own homes or in factories, and I was instructed to visit Luton on 21st June and to give four days to the inquiry.

STRAW-PLAITING.

The President of the Chamber of Commerce attributed the decline of the straw-plait industry in England to three causes:—

- (a.) Whereas formerly plaiting was taught in the dame schools, under the Education Act of 1870 the elementary schools are not allowed to give such instruction.
- (b.) China and other countries now export the plait at a much cheaper rate than that at which English plaiters can produce. Chinese plait was first imported from Canton in 1873.
- (c.) Sewing-machines were introduced in 1874, and women could then earn more by machining imported plait than by plaiting.

Witness 124, straw-plait and straw-hat merchant, stated that plait was principally imported from China, Italy, and Switzerland. Not one twentieth part of the plait sold in Luton was English. He showed me three specimens of straw-plait very similar in pattern and quality of them. The plait made in China was 7d. the 120 yards, that made in Ragbad was 4½d. for 20 yards, and the Italian plait was 6d. for 50 yards. The English plait would, therefore, have no sale at all unless in a very busy season there was a temporary deficiency in the stock of Chinese or Italian plait. Hardly any straw-plait was now made in Luton itself.

In the villages in which the straw-plaiting is still carried on, it is the custom for the plaiters to buy their own straws and to sell the plait to collectors who have stations in the different districts to which the plait is brought. The Luton plait-dealers as well as the straw-hat manufacturers give as another reason of the decay of the plaiting industry the refusal of the cottagers to change a pattern. Each village, perhaps, has three or four patterns to which it has grown accustomed, and they continue to produce them in spite of the fact that there is no demand for them. With a view to diminishing this mental inertia, the Bedford Charity Council has appointed a straw-plait instructor to give instructions to teachers at five centres in Bedfordshire, with the intention of introducing plaiting as a Kindergarten subject in the elementary schools, and hoping that by this means children will learn to change quickly and

copy any pattern given them. The centres are at Luton, Stillingington, Haslington, Houghton, and Hatton Bray.

At Stillingington, a village which I visited, about 11 miles from Luton, making a very common kind of plait, groups of women were standing at the garden gates or cottage doors talking and plaiting, rarely looking at their work, but gazing just out of school were waiting along the road with a similar intention to the work of their fingers. Witness 122, living in a four-peased cottage for which she pays 4s. 10s. a year, and which has a small patch of garden in front, said that many years ago before she married she could earn as much as "6s. or 7s. a week"; prices had gone down. She made "twelve" plait, for which she was paid 3d. or 4d. the score, for every shilling she received for her plait she had paid 8½d. for her straws, for three scores of the 4d. plait she therefore received 8½d., and according to her statement it would take her five or six hours to do one score, making a net remuneration of about 3d. per hour. She stated that she could make from "8s. to 4s. a day." During the last year or two the women in the village who wanted money had taken to going to the fields, as they could earn more there than by plaiting; they worked in the fields from 9 a.m. to 5.30 p.m. for 10s. a day.

Witness 123, living in a comfortably furnished cottage, said that 15 or 20 years ago she could sometimes earn 10s. a week, working three hours in the morning and five or six in the afternoon. Now she only received 4s. a score for what used to be paid at 14d. the score, it took her about six hours to do the score, and out of the 4s. she paid 2s. for her straws, leaving her net earnings less than 1d. per hour. Her daughter had gone to service, as it was quite impossible to earn a living by plaiting.

Witness 124, who was attending the plaiting class, said that she made plait at 4d. a score; she could do 10 yards in three hours, she made 1d. of poor straw, and only paid about 3d. for it in every score, and earned, therefore, slightly over 1d. an hour.

Witness 125, also attending the plaiting class, said that about 25 years ago before she was married, she could earn 10s. a week without working hard. Six years ago she was paid 10d. a score for a plait for which she now received 4½d.; she paid 2d. for straws for this, and could do "a ton" in three hours, supposing the price of straws to be exaggerated and paying 1s. at 1½d., this would give net earnings of 3d. per hour.

A plait collector in Luton, having dealings with villages in Hertfordshire and Buckingham as well as in Bedford, gave me facts showing that 1½d. an hour is about the maximum earned in this industry.

The question arises whether the industry could ever be a sufficiently remunerative one to make it worth while to attempt to revive it. The manufacturers maintain that if, like the Swiss, the English plaiters would invent new designs and imitate new patterns for which there is a demand, they could obtain good earnings.

Witness 121, the plait instructor, said that for an experiment, she, her mother, and her three sisters, worked as hard as they could for a week, her mother and sisters had only learnt plaiting a very short time. Working from 8.30 to 9 a.m. till nearly midnight, with about two hours interval, they made 4s. in the week, of which about 2s. was earned by the witness herself. At the class at Stillingington I noticed that one pupil, an elementary teacher with no practice in plaiting, plaited one yard of an entirely new pattern in one hour. Such a pattern, I was told, would bring about 1s. a score to

(c) Above picture of Stillingington.

(c) Above picture of village of Luton.

the plaiter after deducting the price of the straw. As such a price a good plaiter could, no doubt, make about 12d or 2d an hour.

STRAW-HAT MAKING.

The President of the Luton Chamber of Commerce stated to Miss Curme that straw-hat making was carried on in large factories, in workshops managed by smaller employers, and in domestic workshops. In these domestic workshops the whole family were engaged in making hats, the hats when machined were stuffed and dried in the lighthouse or perhaps in a bedroom, blocked by the father in an out-house, or in the cottage when there is no out-house. Except for school attendance, the work was unlimited, enormous amounts being done, and even children working night and day. The result was to glut the market with the worst kind of goods. Price was lowered and all classes injured. He believed these domestic workshops were entirely unregulated. As at least three persons had to be engaged in the process carried on in these domestic workshops, he wished legislation to give inspection in cases of three persons working, whether blood relations or not. He considered that the conditions of family work were shocking, work being sometimes continued from 4 a.m. until midnight.

I subsequently visited 25 straw-hat makers at their own homes, and also took evidence from nine others working in domestic workshops, but not visited by me in their homes.

The prevalent belief that the factory inspector is not authorized to inspect domestic workshops is the source of much confusion. The factory inspector, by the Factory and Workshops Act, 1878, has power to inspect any workshops in which children and young persons are engaged, whether members of the family or not, and also any workshop in which women, not members of the family, are employed. Straw-hat making is exempted, but straw-hat making is not.

The factory inspector has, therefore, full authority to interfere on behalf of young persons whether members of the family or not. Although in a very few cases the domestic workshops visited seemed to have escaped the notice of the factory inspector, in the great majority the factory shirked on the whole gave conclusive proof of registration, and in two cases where only adult members of the family were employed, I was told that the factory inspector had visited them to ascertain whether they were liable to inspection.

The boys whom we just saw when I visited Luton, and over whom we had just seen, have been worked either in the factory or in the domestic workshops. Of the alleged late hours of work for children and young persons I could obtain no proof whatever, even from those who firmly believe in the existence of such overwork. On this point, Her Majesty's Inspector, Mr. Blackman, reported in 1896—"But I have not yet found so much of this late work in houses or domestic workshops as people talk about—certainly not on the part of children—yet I have been out at night in 'High Town Road, Hinton Road, New Town Road, and other back parts of Luton.'"

Nor did the state of the homes seem to me to justify the statements made by manufacturers that they were wretched and neglected. All such statements are necessarily relative and dependent on some undefined standard of the speaker. To anyone accustomed to a district in which the majority of working-class families are content to live in two rooms, the four- or five-roomed houses in Luton seem spacious, even though beds may be drying in front of the kitchen fire and lying about on the sitting-room tables and chairs. The housekeeping and the care of the younger children in several cases seemed to be undertaken by a girl of 12 or 14; but the supervision, exercised by the mother, free to leave her machining or finishing at any moment, of course, much greater than would be possible in the case of a married woman working in a factory. In one case, probably typical of many, the wife told me that she paid to have her washing done away from home, as she was at her machine all day, it may be reasonably doubted whether the household as any the worse off for this; nor, disagreeable as it may be to have beds drying in one's kitchen, or being blocked in an out-house or hallway, did I see anything which far discomfort and unwholesomeness could equal the conditions which obtain in every small house on washing days.

In order to see some of the poorest homes, I called on the relieving officer, and was given the names of the

worst streets in which the industry was carried on. In the poorest street of all, one woman, only half-dressed, and unwilling to do more than open her door a few inches, said that she was too much ashamed to let me see her rooms. Her next-door neighbour admitted me and showed me over her home. Beds were lying about in the front room; next to this was a kitchen with two children in bed, all with the measles; through this kitchen I was taken to a very dirty blocking room, a bedroom which had not yet been put in order. This house presented, in combination, all the objectionable features that I saw separately in two or three other houses visited.

In view of certain proposals to make employers, commonly with landlords, responsible for the sanitary condition of the homes of out-workers employed by them, it must be noted that in Luton the worst domestic workshops are managed by men who do not make to order, but on the chance of being able to sell their goods to a merchant or large manufacturer. A manufacturer may often be a purchaser from such people, but he is not their employer, and is in no way responsible for them, although these small makers are in a much worse position than if they worked to order. Any action which increased the liability of employers for sanitary conditions of domestic workshops would in Luton probably result in an increase in the number of speculative makers.

A tabulated statement of the facts collected as to domestic industry in Luton is appended. (See page 32.)

It is an attempt to arrive at any estimate of the wages paid in domestic workshops in Luton that we come across the most objectionable features in the prevailing system. The majority of straw-hat makers are small men producing on the chance of selling their goods afterwards. They make a few special shapes, and when there are no demand they obtain good prices; when they are no longer asked for, the small maker still goes on making them, and is obliged to sell them at a low price to the merchant who can afford to keep them in stock until they are again wanted. Large numbers are in debt to the plain merchants, who, in some cases, are the straw-hat makers to whom they sell their hats. The weekly returns on the capital and labour spent vary considerably, and the men are only enabled to maintain what he regards as an independent position by the fact that his wife and children work for him without fixed wages. In good times the family are provided with clothes, and the children have pocket money given them; in slack times they only buy what is absolutely necessary, and even then, perhaps get into debt. The small makers working on their own account and possessing hardly any capital are absolutely dependent on the merchant with capital, who gains considerably by the system, or at least is able to sell the hats at a much lower price than would remunerate factory employers.

The disadvantages of a system in which children are employed by their parents for profit can only be discovered by observation and inference. It was clearly impossible for a stranger like myself to ask girls to state their grievances against their parents.

On the few occasions when the home-workers were willing to tell me the wages of the girls employed by them, and not members of the family, they seemed to correspond very fairly with the wages given in the factories.

In one factory over which I was shown by witness 189, about 170 women and girls are employed in busy times, the numbers falling to 120 in the slackest periods, those who still remain in the factory earning much less than when in full work. The numbers were considerably less per week than the month, but in this factory the full-hat trade has been introduced, which gives employment to more men than the straw hat trade, and coming, as it does, in the slack season for straw hats gives employment to the finishers also. Many of the month-makers stay at home altogether in the slack season; several are girls from neighbouring villages who live in lodgings in Luton from Monday till Saturday, and go home every week and in the slack season. It will be seen from the following table of wages in this factory that the straw-hat makers, if at all skilled, can earn quite enough in busy times to carry them through a very considerable period of slackness. The system is taken from the wage book for the two slackest weeks in the last 12 months, for the two busiest, and for two ordinary weeks,

(a.) Evidence of the President of the Luton Chamber of Commerce.

(b.) Inspection of domestic workshops in Luton.

(c.) Alleged overwork of young persons and children.

(d.) State of the domestic workshops.

(e.) Evidence of the President of the Luton Chamber of Commerce.

(f.) Evidence of the President of the Luton Chamber of Commerce.

(g.) Evidence of the President of the Luton Chamber of Commerce.

MACHINISTS.

	Under 10.	10 to 15s.	15s to 17s.	17s to 19s.	19s to 21s.	21s to 23s.	23s to 25s.	25s to 27s.	27s to 29s.	29s to 31s.	
Oct. 25, 1891	36	10	12	13	8	3	2	1	1	0	5 lowest weeks.
Nov. 18, "	37	27	12	9	2	—	—	—	—	—	
May 11, 1892	4	3	4	5	11	24	18	20	23	11	5 highest weeks.
" 4, "	1	1	2	5	8	9	22	27	27	14	
Feb. 10, "	6	24	11	25	11	8	15	11	3	1	Average weeks.
" 24, "	5	18	10	17	22	10	14	10	12	1	

FINISHERS.

	Under 10.	10 to 15s.	15s to 17s.	17s to 19s.	19s to 21s.	21s to 23s.	23s to 25s.	25s to 27s.	27s to 29s.	29s to 31s.	
Oct. 25, 1891	1	25	10	7	1	—	—	—	—	—	5 lowest weeks.
Nov. 18, "	4	28	6	7	—	—	—	—	—	—	
May 11, 1892	3	2	7	12	12	7	4	1	—	—	5 highest weeks.
" 4, "	2	3	7	15	9	11	4	2	—	—	
Feb. 10, "	3	23	9	8	4	—	—	—	—	—	Average weeks.
" 24, "	1	12	12	7	11	3	1	—	—	—	

A census of ages and married state was also taken in this factory with the following result:—

AGES OF FEMALE WORKERS.

	Under 14.	14-20.	20-25.	25-30.	Over 30.
Married or widowed	—	—	3	7	15

In a workshop in which, in the busy season, about 20 to 30 women are employed, only 6 women were at work when I called. The employer, witness 160, said that, so far as he knew, the women took up no other employment in their clock times, but simply stayed at home. Besides indoor workers, he gave orders to cottage workers, being the price beforehand. His wage books were shown to me. At the end of June 1891 the wages ranged from 2s. and 4s. to 8s. only, and the books showed about the same range during July, in August, September, and part of October they ranged from 16s. to 25s. falling again until in December the average wage was about 14s., in February, March, April, and May they rose again as high as in September.

Witness 176, the manager of another factory, said that formerly they had given employment to over 300 women in the factory, now they only employed about 50 indoors in busy times and gave large orders to domestic workers. He attributed the change to the introduction of sewing-machines which enabled people to make lower-class work (i.e., not hand-sewn) so

cheaply that there was no demand for the best class of hats. It occurred to me that the enterprise of rival manufacturers and changes in the management of this factory may have had much to do with the change. This witness said that the hand-sewn employed in the factory would not earn more than 15s. in the busiest times, whereas the very best machinists occasionally earned from 40s. to 50s. in the busiest weeks.

In another factory about 30 machinists and seven finishers were employed in ordinary times. The employer, witness 177, said that they made a good class of men's straw hats only, using Tuscan plait principally, and no English plait. A great deal of their work was given outside, but only to be sewn or machined. They supplied the plait and cotton and everything necessary except needles, and the blocking was done in their own factory. Their outworkers were all married women who at one time had worked in the factory, only one of these had children to help her in the work, and he knew that they did not do so.

The same price could rarely be obtained for the same hat two years running. The rates of wages had gone down, the women did not earn less, but had to do more work for the money, the use of steam power, on the other hand, made their work lighter. Work was more regular than in the manufacture of women's hats as they were able to make on stock. They had to be careful to catch the fashions; but on the whole men's fashions in hats followed ladies' fashions in the height of the crowns and the breadth of the brims, never, however, going beyond extreme limits. The wage books were shown to me, and the particulars for the worst week, for an average week, and for the best week in the last 12 months are given below:—

WAGES OF STRAW-HAT MACHINISTS AND FINISHERS.

	Under 10.	10 to 15s.	15s to 17s.	17s to 19s.	19s to 21s.	21s to 23s.	23s to 25s.	25s to 27s.	27s to 29s.	29s to 31s.
July 25th, 1891	4	10	4	3	—	—	—	—	—	—
June 18th, "	—	1	4	6	7	3	4	5	—	—
April 25th, 1892	—	2	5	12	7	4	4	3	2	—

All the girls in the factory were over 20 years of age.

(1) Thread
system of
trade.

Several women informed me that they bought their plait where they chose, and were under no compulsion of any kind to buy it from the merchant or manufacturer who bought their hats. Others said the same thing, but added that if their customer obliged them by buying their hats, they tried to oblige him by buying his plait. One man told me that in the hope of having continuous orders from a certain manufacturer, he had consented to take a certain quantity of a particular kind of plait, orders had been given him, and every week as he brought in his hats, a deduction was made for the plait, when two thirds of the plait had been made up, he was told that no more of these hats were wanted, and he was left with the balance against him, being in debt to the manufacturer for

plait. Although led to believe that many hat-makers suffered from having to sell their hats to men fulfilling the double functions of plait and hat merchants, I received no evidence of any illegal action of the latter.

In conclusion, I may mention that notwithstanding the very long intervals of leisure, no special provision for the intellectual improvement of young men and women seems to be made in the town. Nearly all the girls, however, seem to be connected with some church or chapel, and to get their amusements in societies connected with their place of worship. The so-called free library seemed to me a collection of unreadable and worthless books, and therefore the refusal of the managers to lend them out hardly amounts to a grievance.

Domestic Workers

Index Number of Witness	Persons Working in the Workshops		Women and Young Persons not Members of the Family	Children of Employees under 16 Years engaged in Work	Wages	Hours of Work	Remarks
	Men and Boys	Women and Girls					
147	Husband makes	Wife, daughter three machinists	5		5-9, Sat., 8-1. Notes work by daylight.	Have the children under 16 years, none of them help. Did not at all for the day, pay not known of the day. Not visited.	
148	Sea blocks	Four machinists, four tailors, machine shop.	7	0	Machinist over about the whole day, hardly to just now, finish on, 10 to 12. Sea is paid piece work.	Children not abroad except for the machine. Not visited.	
149	Husband, young block	Seven machinists and finished, wife helps.	7	—	—	—	
179	Sea blocks, sea band, no 10 to do work	Wife sews and finished	0	0	—	Not more than 5	Was offered an order at 10 to 12 the day, refused an order at 10, and then at 12, and went away, came back again shortly afterwards, and sold them at 10 for 10.
212	Husband and young block	Wife and daughter, one machinist and finished	3	0	Eight daughter machinist, and on piece work, some about 10, in long frame and some on 10, or 14. Throughout the year. Young daughter, age 15, has piece work, some 10.	—	—
217	Husband and son, block	Wife, machinist, three others, two finished	—	—	Machinist over the table in full work, average, 10 to 12. Throughout the year, finished the year, finished over 10.	8 or 10 a day, 10 to 12. Finished daughter some 10 to 12. The rest finished some 10.	Finished, you do not see "paid". Not visited.
271	?	?	?	1	—	Wife goes to work late 10 to 12 but often later at 4 to 6, daughter, 10 to 12, some 10.	Has no children, who do not help at all.
306	Men, machine 4 hours, no 10	None	1 at least	—	—	5-10 or 12, not later, but some times begin at 6 to 10.	—
324	Husband, super-son, and big work block	Daughter and a girl, age 15, have finished two finished	2	0	Daughter and son, 15, is a week, but not later, long	Never before 5 a.m., sometimes early 10 to 12, rarely later than 10 p.m. and never after 12 p.m.	Has made on machine of some 10 to 12. Finished right.
340	Three children, boy, age 10, and young girl	Two daughters and adopted daughter, one child, finished girls, and to finished women in some street	1	0	Girls are going to school, and everything found for them	Girls and they worked from 8-9, never later, and back long afterwards	One of the girls had been a factor for a short time, was not paid down to the three others. Lived long in the factory.
381	Husband, blocks and economically machinist, from machine (two men finish)	Wife sews out to sell the hats to other finished, daughter girls, and to finished women in some street	0	0	—	—	Not suggested, an exception to the rule in this respect. Exceptionally early and early.
392	Husband, blocks, one man machine	Two machinists	5	0	—	5-8, generally, two long for made. Do not really work as long	Finished some and some 10 to 12. Only make to order.
394	Husband blocks	Wife, machinist, daughter finished	0	0	Longer, but not later, long	8-9, but 9-4, some work, some time	Finished, but they only employed members of the family. Finished to order previously.
395	Husband and young block	Two machinists, one girl, and some of the work	2	0	The machinists work late, often not till 10 a.m., and sometimes do not even till 10 a.m. with these parents, and do not care	5-8, 6-4	Was not shown over the workshop, passage way down.
396	Husband and two other men, one block, one machine	Six machinists, one girl, and two other finished	—	—	—	—	Always make to order.
397	Husband and young block	Two machinists, one girl, and some of the work	2	0	—	—	Up the workshop, the finished, and go out then working. Daughter, age 15, took over the work, and helps in the house. Finished, work to order.

Index Number of Women.	Persons working in the Workshops		Women and Young Persons not Members of the Family	Children of Employers under 16 Years engaged in Work.	Wages.	Hours at Work.	
	Men and Boys	Women and Girls.					
109	Husband and son black.	Two machinists, wife makes, hardly anything to do for this kind of job, give out clothing to 17 married women.	2	0	Machinists earn as much as she, is busy doing, always seen a little tired though she gave from being there January.	—	—
110	Husband and son black.	Wife and daughter machine and hand.	3	0	—	Never later than 10 o'clock in an order.	Machines in one of the bedrooms.
111	Husband black, son machinist.	Wife, daughter, vegetable seller.	3	0	Son and daughter not paid wages.	—	Wife looking after baby, not able to manage for some months. Makes no chance, not to order.
112	Husband black, wife and son.	Wife machines white millinery, age 56, finishes two machines.	2	1	Free wage rates to members of the family pocket-money in telephone and more.	Nearly late than 8	Machines were working in a large room with a bed in it.
113	Husband black, son machinist.	Wife and daughter machine and hand.	3	1	—	9-10 or 100	Son and daughter machinists in a bedroom, their own sheet in the sitting-room, not to that kitchen with two children all with needles, in cradle, was turned this to a dirty bedding room.
117	Husband and son black, another son present girl.	Three daughters machine and hand.	3	1	—	—	Make to order generally.
118	Young man and boy black, son machinist.	Daughter finisher.	1	1	—	" Would not pay to burn gas"	Water on chaise.
119*	Four Workers and children.	Eight machinists, or handle all over work).	—	—	—	6.50-4.00. 8-4. Saturday One hour dinner, three quarters leave day. No overtime this year.	Workroom at the back of dwelling-house, in ordinary workshop good light, well reached.
120*	Husband and son black.	Five machinists, only two at work.	—	—	Machinists only earn 14 or 15s, even when busy.	4-4; 5-4.50; one hour dinner, see how tea.	Ordinary workshop, sleeping dwelling house.
121*	Husband and son black.	Three machinists wife and daughter (see last), six children, no earnings.	—	—	Machinists are 14 or 15s, if they were like other mill not trouble to save more.	No overtime. 4-4. 4-4. One hour dinner, and leave day. Work overtime in the morning.	An elderly woman, a mother-in-law she should not work so late afterwards, prevented to come early in the morning before the prescribed time. Overtime was taking, sleepers dwelling-house.

^a Workshop in a village near Tuzon.

II—BRISTOL

Preliminary Statement

5 Evidence has been obtained from 42 persons, including 6 wholesale clothiers, 13 wholesale manufacturers of boots and shoes, corsets, confectionery, stationery and paper bags, cigars and tobacco, shoes and shoemakers, brushes, ropes and mops, 2 laundry proprietors, 26 milliners, 6 boot machinists or finishers, 6 corset machinists, 6 dress or mantle makers, 4 shop assistants, 10 employees in confectionery, tobacco, shoes, hats, and personal water fountains, and 5 employees in working women's clothing, during the daily contact with official persons. The evidence of the dressmakers and shop assistants is reserved for a final report dealing with the evidence relating to these employments obtained in different forms.

FACTORY WORKERS

The wholesale clothing trade is the industry employing the largest number of women. Although competing with East London and Leeds, the system of organisation in Bristol differs widely from that prevailing in either of these two centres. The largest of the many large East London firms could accommodate in its warehouses all the garments engaged in wholesale clothing factories in Bristol, and would still have room to spare. In the small workshops employing men and women together on the Jewish system, 500 dresses in East London, there are but few here. More than three-fourths of the work is done for Bristol clothes by women and girls working in their own homes in Bristol itself, in certain neighbouring village districts, and in one or two small towns in which distributing centres have been established.

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The best and shoe trade and the carter trade come next in order of importance, and a few firms employ a large number of girls in the manufacture of coconuts, tobacco, and gums, and stationery.

These clothing manufacturers were good enough to take a census of their factory workers with the following results:—

Under 18	18-25	Over 25	Married or Widowed
13.6	22.0	48.8	42.7
32.3	37.5	32.2	51.5
32.7	33.9	19.4	18.9

(a) Agent
and civil
complaint of
the body

(1) *choshu myō*
to choshu.

In one small clothing factory 87 per cent were married or widowed, and in another factory, four times as large, the percentage was also 87.

A census was also taken in a large corset factory, and also in the cocoa and chocolate works in which over 1,200 girls are employed.

(2) PER-CENTAGE OF EMPLOYEES IN CLOTHING FACTORY.

Under 18	18-24	Over 24	Married or Widowed
28.7	49.7	21.6	43.4

(10) correct.

(5.) PER-CENTAGE OF EMPLOYEES IN COCOA AND CHOCOLATE WORKS

	Under 25	25-35	Over 35	Married or Widowed.
(a) women workers.	35.4	37.0	7.8	0.6

(a) women workers.

In one boot and shoe factory employing 150 women, 16 per cent were married or widowed, the married being as the widowed as 2 to 1. Several of these married women could earn unusually high wages, of those who only earned ordinary wages, nearly every one proved to be either a widow, or the wife of a man in difficulties of some kind. In another factory 43 women and girls were employed, of whom 32 were married and two were widowed. In another employing 50 women and girls, there were only five married women, the husbands of three of these were soldiers, and a fourth was married to a sailor.

(b) other factories.

In a large stationery and paper bag factory, employing several hundred girls, the percentage of married women was estimated by the employer, without taking a census, at 10 per cent.

In the large tobacco and cigar factory at Bedminster I was informed that the percentage of married women was excessively small, girls being expected to leave a few months after marriage, and no married women with children being engaged until the mistress by personal visiting has ascertained that the children can be looked after by relatives or the mother's absence.

(c) Proper-ty of factory workers to home-owners in the— (d) clothing trade.

In the six clothing factories inspected, 709 women and girls were employed. The names on the registers of home-workers amounted to some 2,000. Judging from my own experience, I should estimate that on the average for every person on the home workers' register there are two actually working at home, and, supposing this to be correct, the proportion of home-workers to factory workers would be about 5 to 1, so far as these factories are concerned taken collectively. The wage-books of two clothes, confirm my impression that two home-workers to every one entered on the books is a sufficiently high estimate. In one of these, out of 60 home-workers, only one, a Jewish sub-contractor, managed enough to employ several people, and only 16 received upwards of 11 a week. From the wage books of another clothes it appeared that whereas the numbers on the outdoor register were to those on the indoor books as 7 to 4, the total wages paid to the out-workers were three times as much as the total paid to the factory workers.

But the ratio of 5 to 1, if a correct estimate for the six factories collectively, does not apply to any of them individually. The largest clothing firm in Bristol employs at least twelve times as many out-workers in Bristol and in neighbouring villages as there are workers in the factory.

(e) boot and shoe trade.

In the boot and shoe trade the proportion of out-work given to women is very much smaller. One firm informed me that, roughly speaking, they employed about 400 men in the factory, and about the same number outside, but whereas they employed about 170 women and girls in the factory, they had only about 20 working for them at their own homes, and these were nearly all married. A second factory, employing 50 women indoors, only gave out work to 8 home-workers, and the third factory, named, a very small one, only gave out work for two months in the year when very busy. The president of the Oldcove Union stated that the large firms now prefer to have all their machining done on the premises, and that out-work had been therefore much reduced, so that as women workers were concerned.

(f) coat trade.

A similar tendency is displaying itself in the stay-making industry. The largest firm in Bristol give out about one-third of their work to home-workers. The different parts of the coat are machined inside the factory, the home-workers machine the parts together, skilled work which they have either learned at the factory or from some other home workers. There is no opportunity for subdivision of labour, and therefore no advantage to be obtained by employing others unless paid for teaching them. As soon as a girl has learned her business, she takes out the work herself from the factory. The numbers on the out-work register therefore very fairly represent the numbers actually employed at home. Another much smaller firm gives out at least two-thirds of the work to home workers, but although the proportion of outdoor to indoor hands is

much greater than in the large factory referred to, the positive amount of work given out is less.

So far as I could gather, there were no other home industries of any great importance commercially.

Unfortunately for the factory workers, Bristol is an ancient city, and the new methods of industrial organisation have to be pursued under great difficulties in old and dilapidated factories or large private houses which have been turned into workshops, ill adapted to the purpose. Tradition in Bristol is on the side of home-work, and special attractions are needed to induce the girls in the upper working class to go to the factory. Anything less attractive than the majority of factories in the town it would be difficult to imagine. In most cases there is no means of ventilation except by open windows at the side of the workrooms, and it is not surprising that the ill-sited women prefer a close atmosphere and warmth to toothache, stiff neck, and rheumatism, brought on by exposure to draughts. Such hasty accommodation as is absolutely necessary is given, but rarely in any cloak-room, or dining-room provided. Hats and cloaks hang on pegs round the workrooms, or when even this amount of convenience is absent, they may be seen rolled upon the floor in corners and out-of-the-way places. In one factory the women are not allowed to go out during the dinner hour without special permission, although no dining room is provided. In several others, they are not allowed to stay indoors during the dinner hour, even in bad weather. Those who live at a considerable distance from the factory have to provide for themselves as best they can, and if obliged to dine at some coffee shop, walk about the streets in the lurch left at their disposal. Draggled and damp and badly fed, they go back to the factory and finish their day's work.

It is not surprising, therefore, that in the clothing trade, where home work can be obtained, a rough class of women is to be found in the factories, and one evidence of this fact is the somewhat high proportion of married women working in them. In the well-to-do working class, married women, if they work at all, generally prefer to work at home, and this is especially noticeable in Bristol, where the married women in the clothing factories belong principally to the labouring class, and are the wives of men who cannot be relied upon to bring home regular wages.

If the age-tables of the five factories of which a census was taken (vide page 33) be arranged in the order of the percentage of girls between 16 and 25, they will exactly represent the degree of comfort and arrangement to be found in these factories. At this age girls, on the whole are free to choose how and where they will work, and those are the girls that employers are most anxious to have. The third clothing factory, which would stand highest but one on the list, has been newly built on the model of the Leeds factories, it contains a good dining-room, with a refreshment bar, the girls pay nothing for the use of the room, and have their food cooked for nothing; tea, cocoa, and coffee are supplied at 1d. a cup. The lounge-rooms open into a good-sized cloak-room, and there are well-arranged lavatories. The rooms are better than in the other clothing factories, and much better ventilated. The machines are worked by power. Whether this quality of capital will eventually prove profitable, it is, of course, impossible for me to say, but rather than work together with the rough class of women at present in the clothing factories and under the uncomfortable conditions which prevail, the Bristol home-workers would be content with even less money than they now receive.

In the cocoa and chocolate works the arrangements are only rivalled by the large tobacco and cigar works at Bedminster. The lavatory accommodation is excellent and adequate. Ventilation is good, and although work is in one department carried on in what might be called underground rooms, if the factories in Bristol were nearly so well lighted and ventilated as their rooms, there would be little cause for complaint. Dining-rooms and cloak-rooms are provided, and here I saw, what I have seen nowhere else, a dress hanging on every peg. Every girl changes her dress before she goes home, with the result that both outside and inside the factory she is neat and better dressed than the girls in any other factory, for even her factory dress looks well, as it is never damp or soiled from being worn out-of-doors. Every department in which girls are employed in these large works is superintended by women.

In the Bedminster cigar and tobacco factory the sanitary arrangements are equally good. A very good dining-room and refreshment bar are provided, where a

(g) factory workers' clubs.

good meat dinner with two vegetables can be bought for 4d. This refreshment department now pays its own expenses. There is also a free library, from which the girls take out books. The departments are superintended by men, but during the last three years a lady has held a post, the duties of which are rather unique in factories. The notices and addresses of girls absent through illness are given her every morning, and they are visited by her. The firm has a house of rest at Clevedon with accommodation for six girls, and any girl recommended for it by the manager is sent there, food and all expenses being paid by the firm. Any complaint that a girl may have to make can always be laid before the manager, and thus the more objectionable features of supervision of women by men are obviated. The board-room in this factory is surrounded by the painted portraits of all persons who have been 40 years in the service of the firm. Coloured photographs taken after 20 years' service are presented to an album in the board-room. Judging from the expressions presented in the portraits, I should say that this practice gave great satisfaction to the workers.

It must be noticed that in both these factories large numbers are employed, making it much easier to provide dining conveniences without any loss, and also that the employers cannot possibly get out the work to be done at home.

In the large worst factory visited, the arrangements were fairly good for Bristol, and the only grave objection to be made against it was the state of the blocking-room. Here men on one side of the room were pressing shapes with pressing machines heated by gas, on the other side girls were laying the cloths to blocks heated by steam; the atmosphere was extremely close, and the thermometer registered 83 degrees.

The six clothes who showed me over this factory in every case shared me than wages books, but the difficulty of obtaining correct results was in most cases very great. In one factory the women are not provided with their "time-keeping" (time-card, post, &c.), but may buy them where they please, their wages, therefore, do not represent their earnings until the cost of time-keeping has been deducted. At this firm, therefore, I was given the name of every woman in the factory, with the average weekly wage earned by her during the previous three weeks, and the amount to be deducted for time-keeping in the case of those who bought them from the employer; a very considerable number bought them elsewhere, but for purposes of tabulation I have deducted the same proportion from their wages as had actually been deducted from the others. A considerable number in this factory were only working about two-thirds of their ordinary time at the period, and the wages, therefore, are rather below their weekly average.

In the second factory the "time-keeping" were all charged for by the employer, the amount deducted for them, the gross total and the net total being entered in three separate columns. Here, therefore, there was no difficulty in tabulating the wages earned in an ordinary week.

In the third, the system adopted was such as to make tabulation useless. Less men here are set to work with another person, who, after teaching them a fortnight, pays them a fixed sum per week, gradually raised as the learners progress. The wages of the learners do not appear on the wages books at all, and therefore the machines appear to earn higher wages than they really do. Several books were, however, collected on the spot for me from the machines, in which their wages, the amount paid to the learner, and the amount earned by the master and finisher working the machine, were entered separately, but as the latter often earned more than one machine, the total wage paid by her is frequently only to be obtained by adding up amounts in different books.

In the fourth factory, for other reasons it would be a involved considerable labour to summarize the wages, and as the number employed was small no attempt was made to do so.

In the fifth factory time-keeping are not charged for, their cost being deducted from the rates of payment and not from the wages. Here, however, the wages appeared somewhat higher than the facts warranted, owing to the payment of learners or "scrappers" by the women themselves; this, however, only affected some 5 per cent. of the whole, and the wages for an ordinary week could be tabulated.

In the sixth factory there was no special difficulty beyond that common to all of discovering what was an ordinary week.

With these explanations the following table may be taken as representing the wages earned in an ordinary week by 567 women and girls employed in four clothing factories:—

PER-CENTAGE OF WOMEN AND GIRLS EARNING:—

Under 1s.	1s. to 1s. 6d.	1s. 6d. to 2s.	2s. to 2s. 6d.	Over 2s.
55.2	40.4	14.2	8.9	9.2

In two of these factories the ordinary hours were 50 per week and in two others were 49½. In the clothing trade, however, the tailorsmen not infrequently take work home to finish in the evening. Thus the employers themselves admit to be the fact.

Some idea of the difference between the clothing trade in Bristol and in Leeds may be obtained by putting these results in the same form as those I obtained last year with regard to 2,300 women and girls in Leeds clothing factories, being a smaller proportion of the whole number in clothing factories in the latter town than 567 is of the whole number in clothing factories in Bristol.

PER-CENTAGE OF WOMEN AND GIRLS EARNING:—

	Under 1s.	1s. to 1s. 6d.	Over 1s. 6d.
Bristol	53.4	38.5	17.1
Leeds	35.0	32.5	31.5

In Bristol as compared with Leeds, there is little sub-division of labour; steam-power is not used at all for the sewing-machines in some factories, and not throughout the factory in other cases; the factory workers are drawn from a lower class. So far as I can judge, the Bristol girls are not nearly so vigorous as the girls in Leeds, and do not work with anything like the energy of the latter, and they are undoubtedly contented with earnings which would be considered miserable in the north of England.

Particulars were also obtained as to the wages of 833 factory workers and hand-loom weavers of some 1,200 girls in different departments of the coars and shawl-works; with the following results (in which the tailorsmen are included):—

PER-CENTAGE OF WOMEN AND GIRLS EARNING:—

	Under 1s.	1s. to 1s. 6d.	1s. 6d. to 2s.	2s. to 2s. 6d.	Over 2s.
Wool and shawl	39.4	23.4	29.9	16.0	10.9
Coars -	30.2	21.5	28.6	10.7	6.9
Shawl -	36.1	20.4	14.3	9.2	6.1
Knicker -	19.6	47.6	30.7	10.1	3.3
Wool bags -	30.3	40.9	15.9	9.2	4.4
Coars -	25.2	27.7	20.7	11.6	1.4
Contributory -	45.8	4.8	—	—	—

Taking all trades together we have, as the result of particulars as to 2,522 factory workers, the following table:—

PER-CENTAGE OF WOMEN AND GIRLS EARNING:—

Under 1s.	1s. to 1s. 6d.	1s. 6d. to 2s.	2s. to 2s. 6d.	Over 2s.
30.1	33.8	19.8	7.1	2.2

The table of wages in the boot and shoe trade gives a higher per-centage earning above 1s. than is true of the trade as a whole. Higher wages are to be earned in the boot and shoe trade than in any other, but in many of the factories, where the women are paid by time and not by piece, 1s. to 1s. 6d. seems to represent the ordinary wage. Witness 281 stated that in his factory all but six were on time wage; they worked 50 hours a week. The highest day wage was 18s., the average would be about 10s.; the better hands earning 11s., 12s., or 13s., and learners beginning with 3s. Pastors and machinists were about equally skilled and earned about the same. Of the five married women in the factory, four earned over 1s. Witness 282 said that in the small factory in which she was the woman all were on day wage. One woman earned 18s. a week for "flourishing," improver earned 7s. or 8s., machinists 10s.

to 11s., and if especially good, 12s. They worked 534 hours a week. In the large factory, for which the wages have been given in the table, 54 hours a week were worked in summer and 574 hours in winter.

Witness 252, a boot machinist, and that she learnt her trade at a private house, where she was paid 2s. a week the first six months, then she went to another private house and was paid 6s. a week; she left when she was 18 because she could not get a rise of wage, and went last summer to a factory employing about 15 girls, she received 8s. 6d. first and shortly after 9s. Machines had to be worked by foot. They worked 524 hours a week. A forewoman was in charge of the women's room and only made them "push" when very busy. She had never worked overtime yet or taken week hours.

Witness 259, working at another factory, had been there nine years. She learnt picking and fitting at a private house. She had tried the machine at first, but was not strong enough. She learnt for a year, beginning with 1s. a week, and having 4s. at the end of her year. Then she went to the factory and was paid 7s. a week at first, and was now earning 12s. a week as a best hand, doing samples and special orders. They worked 51 hours a week. Learners here received 2s. 6d. a week the first year, and three-fourths of their earnings the second year. Steam-power had been applied recently. She could have become a machinist if it had been used years ago, as it made the work less arduous. She did not really earn like a week, so last year they were on three-quarter and half-time for six months. She had never known such a bad year since she had worked there.

Witness 268, a boot machinist, learnt her trade at a private house; she afterwards went to a small boot factory, and then to a larger one. She had been seven years in the trade, and was now earning 11s. a week. The machines were driven by power. They worked 524 hours a week.

The table of wages of confection-makers is, I think, fairly representative of the amount earned as an ordinary week, but the regularity of the work is much greater in some factories than in others. In the largest factory the hours worked are 59 a week. The employer said that about a year ago he had tried to get the girls to work from 8 till 7 instead of from 8 till 6, but they made a demonstration and refused to do it. In another factory they worked 50 hours a week, and as a third 49 hours. Piece-work is the rule in these factories, and legal overtime not infrequent.

The hours worked in the two laundries are nominally 10 hours a day. Overtime is then paid, but how often it is worked I cannot say. Both employers said the wages were lower than in London. In one laundry the minimum paid to washers was 1s. 10d. a day, and the maximum 2s. 6d.; the minimum paid to ironers was 1s. 8d., and only 1 out of 24 on day-work received 2s. a day.

The girls in the cocoa factories were distinctly superior in appearance to those in any of the other factories visited, and I do not think that in any other factory in Bristol will be found such a large proportion of girls under 25 years of age earning above 12s. When in full work the hours are from 6 a.m. to 5.30 p.m. (formerly 6 p.m.), with one hour and a half for meals, and another interval of half an hour in less busy periods work begins at 8 a.m.

The wages given in the preceding table do not represent the confectionery trade, but only the state of things in one large factory. In another factory the books were not kept in such a manner as to make it easy to abstract particulars of the week's earnings. Here the wages for six weeks, of five girls in the liquorice room, ranged—

	s. d.	s. d.	s. d.
(1.) From 6 to 9 o'clock with average of 7 6			
(2.) " 8 7 " 11 0 " " 10 0			
(3.) " 8 9 " 15 6 " " 12 0			
(4) and (5.) " 17 11 " 24 10 " " 22 0 together, or 12s. each.			

Children and young persons were fitting surprise packets, on piece-work, at exactly the same rate; the wages earned in two weeks was 8s. 8d., 10s., 3s. 11d., 6s. 6d., 4s. 10d., 6s. 3d., 3s. 8d., 2s. 10d.; and in the following week 7s. 11d., 6s. 9d., 1s. 12d., 4s. 5d., 8s. 3d., 8s. 3d., 4s. 7d., 11s., 10s. 3d.

The ordinary hours worked were 524 per week. The employer stated that those under 18 years of age would in most cases earn less than 8s., the majority of adults would make from 8s. to 10s., and a sprinkling of them would earn from 10s. to 12s. The girls here

looked rather of a superior class. In the other factory they seemed to be drawn from the lowest stratum. Notwithstanding the low wages that they earn, numbers of them are frequently late or absent on Mondays.

The hours worked are 50 per week. One girl working here told me that she was 17 years of age, had been in the factory a few months, and received 4s. a week. She had been in service, but preferred the factory, because there was more life there. Her mother was much "put about" when she threw up her situation and brought home a little money, but in telling me this, the girl did not seem in the least distressed at having assisted her parents in her friends at home.

My information as to wages in the cigar and tobacco factories is not very exact. One employer stated that a five-years' apprenticeship had to be served in cigar making, the girl received a nominal payment in the first year and three-fourths of the full rate for the cigar the other years. A cigar-maker in another firm had been seven years at the work, she received 2s. a week the first year and was then paid on piece-work, on cigars at 1s. 3d. she was paid 10d. or 11d. during her apprenticeship, she was earning from 9s. to 10s. or 11s. When in her fifth year, and at the present time was earning 12s. or 13s. in ordinary weeks, 15s. or 16s. when busy. Witness 258, a dry stripper in tobacco works, said that learners received 1s. a week the first month and were put on piece-work as soon as they were able to earn enough. She was 21 years of age, and stated that her wages, including a bonus on wages at the end of the year, averaged 9s. all the year round. She paid 5s. a week to her mother for board and lodging, including her dinner at the factory, and seemed quite content with her low wages. In this factory, as also in a few others in Bristol, a week's holiday is given with pay, which, within certain limits, the employer can take at any time they prefer. Another girl in a different factory made up packets of tobacco. She was 26 years of age and only earned 7s. 6d. a week. She lived at home and paid her mother 4s. a week, and like the previous witness, seemed no discontent with her wage.

Fines for lateness are imposed in most of the cases, but although the girls told me of them, they did not seem to consider them unfair, and a practice adopted by several employers seemed to be regarded with favour by them. Gratuities are paid at the end of the year for punctuality, from which a certain amount is deducted for every time the girl has been late. Thus, in one large factory those earning 10s. are fined 1d. for being late, those earning over 10s. are fined 2d., if 15 minutes late they are fined a "quarter of a day." At the end of the year—

Those earning above 10s. receive 10s.	
" " 6s. to 10s. " 10s.	
" " under 6s. " 8s.	

for punctuality, 6s., 3s., and 1½d. being deducted respectively for every time they have been late. The employer stated that nearly all the girls received the full sum.

HOME-WORKERS.

Thirty-two homes were visited of persons taking work out from factories. The information thus obtained has been tabulated, but some comments are necessary.

Enough has been said to show that the majority of factories in Bristol are unattractive. They are, however, no worse than a large number of factories in East London, to which, nevertheless, large numbers of girls go in preference to working at home. The London workgirl generally dislikes working at home, but the Bristol girl prefers it. One reason for this will be seen when the home accommodation in the two cases is compared. The London and Bristol factories may be equally uncomfortable, but in London the home is very frequently worse than the factory, while in Bristol it is better. In not one single case did I find the home-workers in Bristol working in a bedroom. One witness told me that her sister, a widow with no children, had only one room which served as living-room and work-room. I also heard of cases in which two sisters worked and lived together in a single room. But it is extremely rare in Bristol to find families living in one room, and the sitting-room is rarely used as a sleeping-room. An extreme case may serve to illustrate this. In one house some time ago it was found that a woman and her two grown-up sons habitually slept in the same bedroom, although they also rented a sitting-room in which no one slept.

Analysing the cases of the applicants for relief from the Bristol Charity Organisation Society in 1891, I

(2) cigar and tobacco factories

(1) Tins and general work.

3. Home-workers.

(a) Comparison between 4 working conditions in Bristol and London

(3) confection trade.

(5) house dress.

(2) cocoa works.

(4) confection factory trade.

found that 23 out of 62 occupied only one room, and of those 14 were single women or widows living alone; two were cases of husband and wife, with no children, in one case a woman had only recently returned to one room with her two children, and had immediately after asked for relief; in the remaining six cases, where three or more were living in one room, three months was the longest period during which any of them had been at their present address. Righteous applicants

rented two rooms and 21 rented three or more rooms. The number and the rent of the rooms occupied by applicants in Bristol are given in the following table, together with the number and rent of rooms occupied by applicants in the Charity Organisation Society in the district of St. James's in 1887 and 1888, the special quarter in which the West End tailors live who work in their own homes.—

Rents in Bristol, 1887.	Under 1s. 6d.	1s. 6d.	2s.	2s. 6d.	3s.	3s. 6d. to 4s.	4s. to 5s.	Over 5s.	Total.
One room -	3	6	10	3	—	1 (furnished)	—	—	23
Two rooms -	—	1	3	4	8	7	—	1 (furnished)	18
Three -	—	—	—	—	1	2	2	—	5
Four -	—	—	—	—	—	6	—	—	16
Five -	—	—	—	—	—	1	—	—	1
Home -	—	—	—	—	—	—	4	1	5
	3	7	13	7	9	17	16	2	65

Rents in St. James's, Bristol, London, 1887 and 1888.	Under 1s. 6d.	1s. 6d. to 2s.	2s. to 3s.	Over 3s.	Total.
One room -	42	91	85	2	220
Two rooms -	8	4	48	30	124
Three -	—	—	10	79	89
	44	95	143	111	373

Many of the tailresses that I visited would have regarded questions as to rent and cost of living as of great importance, but a few gave no information. Witness 214, living in an extremely good position, rented three rooms at the top of a large house at 3s. a week. She lived with her mother, who looked after the meals, but scarcely ever helped her in her tailoring, as she knew nothing of the trade. Witness 231 paid 4s. a week for a cottage of five rooms, but let off two rooms for 3s. a week, the family living in these three rooms consisted of her husband, herself, and two daughters. Coal was 10½d. the cwt., and she paid 1d. to have it fetched. Witness 238, the wife of a shoemaker earning good money, rented a very nice cottage, with four rooms and a kitchen, at 4s. 6d. a week, but let off the front room to an elderly widow at 1s. a week. Witness 244, living with her husband and six young children in four rooms, rented a six-roomed cottage at 4s. a week, but let off two rooms.

Witness 269, living in a very poor district, paid 3s. 3d. a week for her four-roomed cottage with garden attached, and 8d. a cwt. for coal. She considered herself better off than her widowed mother, a wastrel mother living at Paddington, who had to pay 5s. a week for a single room.

In the Winterbourne district witness 276, working with her mother, said that they paid 2s. 2d. a week for their four-roomed cottage and garden, in which they grew their own vegetables. This seemed to be about the usual rent.

The most wretched-looking workwomen visited was that of witness 214, a tailress who lived in a small court in a cottage with four rooms and a cellar, for which she paid 4s. a week. She had 11 children living, of whom three were tumbling about her workroom, one of them seeming in imminent danger of choking from whooping-cough, and having somewhat recently recovered from measles. The mother herself was clean, but the children were grimy in the extreme, and remained from their dinner were lying about on the floor. It may be doubted whether such a family would ever be free from infectious illness. Notification of infectious disease is compulsory in the case of scarlet-fever, and in such cases the work on which anyone in the house has been engaged is removed and disinfected by the sanitary authorities. Employers have given me instances of this, but no precaution seems to be taken in the case of measles.

Very rarely will more than three be found working together in a domestic workshop. Two are generally

quite sufficient, one machining and the other finishing.

In many cases the home-workers make the garment throughout without any assistance; only in the few Jewish workshops that are to be found in Bristol is the work subdivided to any great extent. In only one instance did I find four people working together. Here the wife, whose sight was very bad, hanted, a daughter, aged 12, machined, another daughter, aged 15, made button-holes, and the husband, a plumber, disabled by an accident, helped a little by pressing off.

In this case the money was really being earned for them by the two daughters. When I suggested that in the factory the two would perhaps be able to earn more than all four together, the wife replied, "But then we should be out of it altogether." Here and elsewhere it seemed to me that the greater parental control over the children was one cause of the popularity of home work; whereas the factory girl gave her mother a fixed sum for board and lodging, and keeps the rest for pocket money, the mother, working at home with her daughter, gives her a certain amount for pocket money and keeps the rest, and in most cases where the mother (not the father) spends the money, there is less waste than among the factory girls. This fact explains to some extent why girls with the capacity and skill possessed by so many of these home workers are content to earn so little as they do.

In the tabulated evidence are given the statements of the workers as to the amount they can earn in a day working on the least remunerative work given to them. The average gross earnings in ordinary weeks frequently, so far as I could find, came to less than six or even five times the amount, partly because many workers attend to household work only on Saturdays, partly because they do not work fixed hours, and partly because trade is slack in their department. The difficulty of estimating the hours worked and the rate per hour earned by home workers is insuperable. One of the two workers is frequently only on occasional assistance, and there is no means of estimating the share contributed by her. Some of them state that they work "early and late," but are frequently interrupted during the day. The importance of brain power in manual work is shown by the fact that those who earn least are the most puzzled in their statements as to what they do earn and the hours they work. I have endeavored to estimate the rate per hour in all cases where the information given was sufficiently exact.

12d. Rate of 194

Class of Work	Price	Rate per Hour	Estimated Weekly Earnings (Nine Hours a Day)
(1.) Gaiters	s. d.	d.	s. d.
(2.) " "	1 3	3	12 6
(3.) " "	1 4	4	6 3
(4.) " "	1 3	4	10 8
(5.) " (Gaiters)	0 6	3	14 7
(6.) Vests	0 9	3	10 5
(7.) " "	0 9	3	7 5
(8.) " "	0 7	3	9 4
(9.) " (Special)	0 8	2	8 4
(10.) " (Special)	1 5	3	15 8
(11.) Kneecaps	0 6	4	16 5
(12.) " "	0 5	3	14 7
(13.) " "	0 10	3	12 6
(14.) " "	0 10	2	8 4
(15.) " "	0 11	2	8 4
(16.) " "	0 11	1	8 4
(17.) " "	0 9	1	5 3
(18.) " "	0 8	3	8 4
(19.) " "	0 9	3	6 3
(20.) " "	0 9	2	10 8
(21.) " (Gaiters)	0 9	3	7 3

The weakness of any table, such as the above, may be best shown by considering the second case, where the amount earned comes to much less than in the other three cases of coat-makers. This was the case, already referred to, of a father, mother, and two daughters. The total earned in a day of 12 hours was stated as 4s. or 4d. an hour, the two daughters, being full workers, counted as two persons, the mother, having very bad sight, unable therefore to do what she could have done a few years before, was counted as half a person and the father who only pressed, was counted as a quarter of a person, giving as a result the rate of 14s. an hour. It is doubtful whether any two persons would estimate the work done by the father and the mother at the same amount, whereas another person would perhaps ascribe a greater amount of the work as done by the father and mother. I believe it was really less, and I also have considerable doubts as to the hours actually worked, although on this point I have always accepted the statements of the workers themselves. But in Bristol as well as in London my experience has almost invariably been that the people who declared they worked abnormally long hours were never working at all when I called upon them. My own impression corresponds to that of witness 214, who said that "getting up early and going to bed late" was not a bit of good, "she knew several people who did that and they always wasted a lot of time during the day. She herself always waited almost as regularly as she used to do in the factory. This witness never left off working the whole time that she was talking to me. On the other hand, it must be mentioned that consciously the vanity of the worker makes her profess to be able to do more in a day than she really can, and it is only after some cross-examination that the truth can be ascertained. One employee also himself told me that special orders were not infrequently given out so he could work so short a period that he knew quite well his outworkers must have set up till past midnight to bring back the work in time. The work is more highly paid, and the statement would only apply to the best hands.

The last column represents what would be earned at the stated rate per hour if the workers worked the hours used in factories, viz. nine hours a day and five hours on Saturdays, supposing them to be in full work.

From the weekly earnings of the home-workers must be deducted the cost of "trimmings" particulars of which are given in the tabulated evidence. One firm supplies everything but button cotton, but the prices are considered by the workers to be lower than the prices of some of the other firms. The majority do not buy their thread and twist from the employer, and in several cases told me that they bought an inferior quality to that sold by the employer.

Another heavy blow is the fortnightly payment made by a large number for their sewing machine, generally continued over two years before the machine becomes their own.

Although it may well be that the great mass of home-workers are able to live on lower wages than would be sufficient if they had to incur all the expense incident to factory work and thus, being in the great majority, keep the rate of payment in factories low, there seems to be little complaint that the outworkers actually take lower rates for the same work. This is chiefly due to the fact that they do not in most cases do the same work that is done in the factory. One employer stated that whenever his firm did give out work exactly like work done in the factory, they invariably paid a lower rate to the home-workers, but I could not find out that this was done in any other firm that I visited, about which home-workers gave information. Another firm sending out work to persons living a long distance from Bristol noted that the rate paid was lower than the rate paid to Bristol home-workers in order to repay the cost of carriage. A large quantity of the work done in the Winterbourne district is of the cheapest kind, and is done at rates at which Bristol workers would not take it. The cost of living is of course much less in Winterbourne, and there is hardly any other employment open to women in the village.

The great grievance of the home-workers is the length of time they are kept waiting at the machines when they take back their work to be passed and have new work given to them. The waiting-rooms or passages in which many of them are kept standing for hours are extremely uncomfortable, and although some of the women come long distances and are detained so long, no sanitary convenience is provided, and they often suffer positive misery. On the complaints of idleness and idleness on the part of the men who pass the work, I do not wish to lay much stress, many of the home-workers are doubtless sufficiently respectable, and if they all did their work so well as they say they do, passers would hardly need to look at it. There is no doubt, however, that language is frequently used by the passers, and a want of consideration for the workers shown, which would never be allowed were the passers more under the personal supervision of the employer.

That home-work is rare amongst the poorest classes in Bristol was evident to me by the particulars of the occupations of the mothers of children in three of the poorest schools. In the Bristol Day Industrial School out of 169 children in attendance on the day of my visit only 12 had mothers who took work home. In the Castle Street School, out of 180 children questioned, only 13 had mothers who took work home, and some of these children were evidently well cared for. Particulars were obtained for me at the Silver Street School. Here out of 134 cases the mothers of 10 were employed at home, of whom one was a trouser maker, one a slipper binder, three were stick choppers, one was a harness maker, and the other five took in washing; four worked in factories, three being tailors and one a bookmaker, 34 went out to do washing and cleaning, the rest had no occupation.

Efforts have been made to form trade unions amongst women in Bristol, but the results so far have not been encouraging. The tailoring trade, which is the largest so far as women are concerned, and in which wages are lowest in proportion to the skill required, is perhaps the least susceptible of trade organisation, owing to the absence of esprit de corps amongst the home-workers, and also, it must be added, to the absence of any serious threat amongst the majority of them. Recognition to things as they are seems to be equally characteristic of employers and employed, and the case of complaint in Bristol are not so much things done as things left undone.

I am, Sir,

Your obedient servant,

(Signed) CHARLES E. COLLIER.

Read and approved,

(Signed) ELIZA DAVIS.

Mr. Taylor is given out
Kneecaps and dis-
count of the
home-
workers

Mr. Home-
work was
very poor
findings

A. Efforts to
form trade
unions

From: Westland

[illegible]

Index Number.	Persons working	Kind of Work	Ordinary Hours.	Amount earned in a Day	Average Earnings per Week (including children in the family)	Cost of Living in the District	Hours per Day	Cost of Keeping Children.	Remarks.
222	Married woman	Laundress	8.45 to 4.45	On 24d knickers could do 12 - 1s. 6d. On 25d knickers could do 9 - 1s. 6d. Gives them to a neighbour to be lathered, and pays her about 4s. for them. Quick worker on machines, but does not like the best class of work.	About 14s. or 15s.	1s. 6d.	6-1 on Saturday.	Finished paying one year ago, paid 10s. for it by means of 10s. each time a house or of her brought out to work by her self.	Was apprenticed to learn to make, found them too much for her. Finished out of work very early. Her 25 weeks an article helped her then with making.
236	Married woman unskilled mother.	Cooks	1s. 3d. Generally to 3d. to 1s. 3d.	On 1s. 3d. could working from 8 to 4, but not going at 11 - "hand over the bowl," could do four a day. Her mother too old to do much.	8s. considerably when they have the work. Sometimes 11s. 6d. for women only 11s.	8s. or 11s.	9. From 8 on Saturday morning.	-	Richard runs a good money, but she has eight children, four of them under 10, and "nothing comes across." Very nicely furnished at present.
237	Girl (about 18)	Knicker	5d. and 7d.	On 5d. knickers generally makes three dozen a week (three earned 15s. 7d. in the week, because she was going to the outside next week.	13s. With good times and slack, averages about 11s. through the year.	1s. 10d.	9-2.7, often not so long.	Pays 3s. 6d. a fortnight for still for.	Would rather go into the factory. The owner said for 2s. 6d. there and that would do her good, but knickers not made in the factory.
238	Married woman. Had an apprenticeship till recently.	Knicker	7d. and 1d. 10s. 5d. work.	On 8d. knickers by herself could do five pairs.	16s. With apprenticeship averaged 21s. through the year.	1s. 6d.	-	-	Worked in a factory for 12 years before marriage. Left off then, but a few years afterwards took work home. Husband, about 40, earns good money when in work. Very nice sitting-room.
240	Married woman knicker's daughter (age 21) machine.	Knicker	11d. and 1s.	Generally do 10 pairs in a week.	16s. 6d. Slack for 10s. months at Christmas, and hardly can do a week.	1s. 6d.	8.30 to 10.30, with many interruptions. "Late" - late in the school to the school - "not's needs."	Finished paying last year. Paid 10s. for it by means of 10s. each time a house or of her brought out to work by her self.	Daughter would never go into a factory, but returns to work with no many people, and with some of all the machines.
244	Married woman	Knicker	5d. and 10d.	On 6d. makes four times pairs a day; - "travelling" given by off for cotton.	Thinks herself well off if she gets 4s. or 10s.	-	6.30 to 10.30, with interruptions from her six children (all under 10) and her husband.	-	Husband, a master, out of work an week.

Household Number.	Persons working.	Kind of Work.	Ordinary Hours.	Amount earned in a Day.	Average Earnings per Week, in ordinary hours (from other sources included).	Cost of Transport to and from Work.	Hours per Day.	Cost of Family Expenses.	Remarks.
245	Widow & daughter-in-law (14); married daughter (18)	Tenants	6d. and 1s.	All "take in day" (14) and prepare for four a day. Three years ago mother and daughter, working long from 3 a.m.—10 or 11 p.m., earned about 10s. per week.	11s. (together)	8s.	Very short hours; never on Saturday.	-	Both the girls' husbands earn good money, and they have no need to work very hard. Very nice little house.
246	Widow & woman and barrow (age 16).	Went	6d. to 11d. Occasionally 1s. or 1s. 6d.	On 1s. 6d. makes four a day.	15s. (Girl is paid 1s. out of this)	1s. 6d.	7 or 7.30 a.m.—11.30 a.m. or 11.30—7.30. Saturday 7.30—1.30.	-	-
247	Married woman	Tenants, for special occasions only.	1s. 6d., 1s. 3d., 1s. 6d.	On 1s. 3d. tenants, if she wanted, would give 1.50 or 1.80 or 2 would make three pairs; does not do this.	11s. or 14s.	6d. for cotton; rest given.	Not so long as for very heavy, and none on Saturday.	-	Worked in a factory for a short time. Was paid 18s. a week, hours 8—4. House was neglected in consequence, and she left.
248	Daughter widows, mother finishes Occasionally a friend helps for nothing.	Tenants	11d. and 1s.	-	15s. to 20s. (two persons). When very busy have made 25s., working from 8 a.m. to 10 p.m.	1s. 3d.	7 a.m.—2.30 p.m.; till 9.00 Friday; till 1.45 Saturday.	Priddy living on for her son; mother.	Mother a widow. Daughter was good-looking, mother a nurse for money.
270	Mother and daughter (age 18).	Tenants	-	On 1s. 6d. could make four pairs; only could have three or four pairs; but mother and daughter make six a day.	3s., but did not always get three days' work.	1s. 10d.	8 a.m. to 4 p.m. for most days.	Pay 1s. 6d. a fortnight. One year and 10 p.p.	Daughter very strong and healthy. Sent 2s. 3d. a week for 4-roomed cottage, with kitchen garden at Winton House.
271	Mother and two daughters.	Tenants	-	On 1s. 6d. could make 26 pairs a day (not pressed), but pay a neighbour 1d. each for finishing.	7	1s. 10d. a week to carrier.	-	-	At Winton House.

Index Number.	Persons working.	Kind of Work.	Ordinary Earnings.	Amount earned in a Day.	Average Earnings per Week (in ordinary work, or in the best or otherwise stated).	Cost of Subsistence when he is doing his own earnings.	Hours per Day.	Cost of Housing-Expenses.	—
272	Married woman and wife.	Trowsers.	—	On 3d week, makes eight pairs a day, confabulary, give one finishing at 1d. each, leaving 3d. 3d. a day (two persons). On 6th week, makes 13 pairs a day; give 1d. for finishing, leaving 10.	—	—	Only 1½ hours on Saturday; could not say about the rest of the week.	Each pays for bed, a fortnight.	—
280	Married woman; another married woman at home.	Man's and juvenile coats.	Range upwards from 1s. 6d. to 2s. 6d. for trousers, 1s. 6d. for jackets, and 1s. 6d. for man's.	On 3d week by herself makes 100 coats a day; on 6th week one makes 100.	1d.	—	Average from 8—10 and 8—10 on Saturday; but works shorter hours on some days and long on others.	—	—
288	Married woman; little girl helps when back from school.	Trowsers, and trouser finishing when she can get nothing else.	1d., 1½d., 7d., and 1d. For finishing trousers, 1½d., and 1d.	If finishing trousers at 1d. each, can do one dozen a day, working from 8 a.m. to 5 p.m., with interruptions. A young woman could do one dozen confabulary in a morning if she had nothing else to do.	1d. in 1s.	—	7	—	—
215	Widow; learner (aged 16).	Machinists; learner; does simple and "spoke" work.	—	On "Bj" looks with many lamps at 4d. 4d. the dozen they could make one dozen in less than a day. The learner is very quick and extra in a week, learning her 3d. 3d. a day.	1s. a week	—	8—10, 10 hours for half day on Saturday.	—	—

Comfortable earnings and good garden at Wigan, Lancashire. Very bright and intelligent.

Worked in a factory three years ago; could not earn so much, was only a better doer, and machines got the money. Does not like at all her. Had little money left for factory work, she was paying for the children to be looked after.

Used to work in a factory, had plenty of work and women to help, often took 30s., out of which she paid 2s. 6d. to a girl. Took six years ago; had been there 30 years. Only did mending then.

Has one child, her youngest looks after the housework. Usually clear-headed and capable. Worker's a close worker who is not a "sundary" man, but he gives her regular work, and with a child to keep she could not afford to live on 6s. a week while pay is sufficient if she were a factory girl. Worked in a factory nine years; was paid 14s. a week, day-work, she had three years.

Index Number.	Personal description.	Kind of Work.	Ordinary Hours.	Amount received in a Day.	Average Earnings per Week (15 days unless otherwise stated).	Cost of Transportation (if debited from Earnings).	Hours per Day.	Cost of Sustenance.	Remarks.
242	Single woman	Machine operator	-	-	About 10s. a week	-	6 a.m. to 3 p.m.	Breakfast down. Machine takes back and she lost 5s. 15s. 0d. on it.	Used to work in a factory.
243	Married woman	Best "paster"	-	On work at 6d. a dozen. Could do a dozen in from two to three hours. Some would do it a great deal quicker.	-	-	Always being interrupted. Has never set at it continuously for years.	-	Husband an ironfounder, away all the week. Had to keep two babies, and with three children found a little extra money itself.
244	Married woman	Stay machine	Generally "a piece" a week at 4s. 6d. the dozen.	Always calculated to do half a dozen a day.	From 10s. to 12s. a week.	1d. to 1s.	Not more than nine hours, half day on Sunday: long intervals to do her housework, and wash, therefore, often do her fitting at night.	-	Husband is pretty regular work, but "people" with children could never do "with them money." Learnt from a home-worker.
245	Married woman	Stay machine	Generally "10 pieces" a week at 4s. the dozen. Another kind at 1s. 6d. the dozen.	Generally did half a dozen a day. Could do 1 doz. a day if 1s. 6d. work.	As 1 when single earned 10s. to 11s.	1d. to 1s.	8-day half-day home-keeping. Children to look after.	-	Learnt from a home-worker.
246	Single woman	Stay machine	-	-	12s. to 14s. net	-	7-7 or 8, one hour for meals.	-	-

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

REPORT

BY

MISS CLARA E. COLLET

(LADY ASSISTANT COMMISSIONER).

ON THE

CONDITIONS OF WORK IN BIRMINGHAM, WALSALL,
DUDLEY, AND THE STAFFORDSHIRE POTTERIES.

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THE EMPLOYMENT OF WOMEN.

To GEORGEY DRAKE, Esq., Secretary,
Royal Commission on Labour.

Sir, I have the honour to present to you my report on the conditions of employment of women and girls working in Birmingham, Walsall, Dudley, and the Staffordshire potteries.

Evidence has been obtained from 125 persons, of whom 48 are employers or representatives of employers, engaged in the manufacture of buttons, picture frames, bookends, buckles, boots, furniture, screws, boxes, silver chains, jewel and spectacle cases, umbrellas, furniture, jewellery, pens, saddlery, earthenware, crocks, and clothing. 34 are women or girls engaged in factories or workshops in processes connected with the manufacture of pens, gold chains, hairpins, nails, pearl buttons, whips, wine guards, saddlery, earthenware and men's clothing, 14 are women and girls working in their own homes, 14 are dressmakers, shop assistants and milliners, and the remaining 28 include amongst them medical officers, factory and sanitary inspectors, managers of homes or evening classes for girls, and trade union officials. Workers interviewed in the factories or workshops visited are not included in this list.

I.—BIRMINGHAM.

The great variety of trades carried on in Birmingham would by itself have been an obstacle in the way of obtaining statistics of wages that could be regarded as representative. Only managers of factories in which several hundred girls were employed could have furnished me with the requisite information. But the reluctance of employers in the pen trade, in which the ratio of employed to employers is greater than in any other industry in the place, to give any information whatever was in striking contrast with the willingness displayed by large employers in London, Bristol, Leeds, Liverpool, and Manchester. One firm, probably the largest in the city, expressed "sympathy" in their letter refusing any assistance in the inquiry; another which paid no attention, either to my personal or written application, had a notice posted up in the waiting room requesting visitors, in five languages, to refrain from asking to be shown over the factory and thus expending themselves to the pain of a refusal; a third firm sent a message by a clerk, that they could listen to no application. Messrs. Giffitt permitted me to go over their factory, and I was thus enabled to understand to some extent the description of the work given me by girls working in pen factories, but I obtained no table of wages.

Buttons are also in many cases made in fairly large workshops or factories, and to these it was not so difficult to obtain admission, but there is no wages were stated vaguely by the employers, and in the one case in which the wages for one department were given me exactly the wage books were not shown.

Witness 300, belonging to a firm of button makers, said that he employed over 300 women and girls and about 60 men; 15 children were half-timers. The hours of work were from 8 a.m. to 4 p.m. with 15 minutes for lunch and one hour for dinner, making 48½ hours per week excluding meal times. These children earned from 14s. to 16s., then commenced on about 14s., out of which they paid 1s. 6d. to the half-timers helping them, in addition to 6d. paid by the firm. The majority in the factory would earn about 12s.

Witness 303 gave me the wages earned by the women and girls working in the metal button and ivory button departments of his factory.

PERCENTAGES OF WOMEN AND GIRLS EARNING—

Under 6s.	6s. to 8s.	8s. to 10s.	10s. to 12s.	12s. to 14s.
15.4	15.0	35.8	35.4	15.4

The total hours worked in the week came to 324.

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Witness 303 gave me the wages earned in his factory in which metal caps, rings, and "runners" for umbrellas are made. The factory is in a poor part of the town. I had been previously informed by ladies managing evening classes that "umbrella girls" and "screw girls" were the roughest in Birmingham. The long fringes hanging over the eyes and the heavy and somewhat disfigured faces of the women bore out these statements, but the most dresses of the majority of the girls, and the good order maintained were all the more noticeable. Several of the hands were married women, but a large number were girls under 15.

PERCENTAGES OF WOMEN AND GIRLS EARNING—

Under 6s.	6s. to 8s.	8s. to 10s.	10s. to 12s.
40.4	38.5	15.0	5.5

Witness 305, a bedstead maker, showed me his wage book. Of 21 women and girls

4 lacquers earned under 8s.	
1 " " 11s. 6d.	
2 " " 12s.	
2 varnishers " 12s.	
1 " " 15s.	
1 blacker " 16s. 11d.	
1 " " 17s. 7d.	
1 " " 17s. 6d. but paid as assistant.	
2 transferers " 8s.	
1 " " 13s.	
2 " " 17s.	
3 " " 18s.	

The hours of work were 7 a.m. to 6 p.m. with 1½ hours for meals, making 53 hours a week exclusive of meals. The lacquers only worked from 9 a.m. to 6 p.m. Nearly all the women in this factory were married, and but few young persons were employed.

Witness 351, secretary of the Bedstead Makers' Association, said that about 800 women belonged to the women's trade union, of which he was also secretary; there were altogether about 2,000 women in the bedstead trade in Birmingham, of whom quite one-third were married women who were able to earn good wages. He considered that they averaged about 12s. a week in most cases, and that the wages ranged from 7s. to 25s.

Witness 346 gave me the wage book from which to tabulate the wages of the 28 women and girls employed by him in iron enamelling.

Of these 3 earned under 6s. to 8s.	
13 " " 8s. to 10s.	
9 " " 10s. to 12s.	
7 " " 12s. to 15s.	
4 " " 15s. to 17s. 6d.	

They worked 53½ hours a week.

In the jewellery trade witness 430, Secretary of the Jewellers' Trade Union, said that average girls would earn from 8s. to 11s., polishers would start at about 5s. or 6s., if skilled might earn as much as 15s. Very few married women worked in these workshops. The wage book of witness 354, who employed 13 girls in making rings, showed that in an ordinary week—

1 earned under 6s.	
4 " from 6s. to 8s.	
1 " " 8s. to 10s.	
4 " " 10s. to 12s.	
3 " over 12s.	

There were no married women in this workshop, and no one over 25 years of age. The girls worked 53½ hours a week.

The only statistics given to me referring to a sufficiently large number of girls to be at all satisfactory as a test of the rate of wages in Birmingham as compared with

(b) Walsall
button
factory.

(c) Enfield
factory.

(d) Button
factory.

(d) Iron
enamelling
works.

(e) Jewellers'
trade.

(f) Birmingham
compared
with
London.

that in other towns are those relating to the coals and chocolate works at Burntwood, 4 miles from Birmingham. The principles in which this factory is managed are very similar to those adopted in the coals factory at Bristol, the numbers employed are nearly equal, no married women are employed in either, both firms are careful as to the character of the girls they employ, both have the reputation of paying the best average of wages in their respective districts, meaning by this expression that the average wage of the majority of the girls employed is higher than that of the majority of girls in any other factory. Such differences, therefore, as may be found in the wages earned by the girls in the two factories would very fairly represent the difference in the general rate of earnings in Bristol and in Birmingham, and would also to some extent, but not so exactly, represent the superiority in skill and energy of the latter place over the former. To compare the tables of wages of the two would be misleading, as the distribution according to age is not the same in the two factories. It may, therefore, be best to proceed on the hypothesis that the lower earnings are incurred by the younger girls, and on this hypothetical basis, leaving out girls under 14 and women over 25 years of age, we get the following table:—

PERCENTAGE OF GIRLS BETWEEN 16 AND 25 YEARS OF AGE EARNING:—

	8s. 10s.	9s. 10s.	10s. 10s.	11s. 10s.	12s. 10s.	13s. 10s.	14s. 10s.	15s. and upwards
Bristol -	11.9	35.5	25.0	41.5	—	—	—	—
Birmingham -	—	12.0	54.0	54.1	20.9	5.0	—	—

The higher wages in Birmingham are slightly due to the fact that the Bristol firm have a considerable quantity of their ornamental boxes made elsewhere, whereas in Birmingham the highest wages earned are for the work. In Bristol it would probably be impossible to find a sufficient number of girls skilled enough for this special branch. Again the percentages of girls under 16 years and of women over 25 are both higher in the Birmingham than in the Bristol firm, which seems to indicate that in Bristol girls go to the factory later and leave it earlier in life than in Birmingham. It may be noted here that the standard Trade Union wages of workwomen in Birmingham in 1901 were 8s., and in Bristol 8s.

Of course, as the girls have nothing to do with buying or mixing the ingredients of the coals or chocolate, the above table has no bearing on the question of the quality of goods sold by the two firms.

Every assistance that could be given by the local sanitary authorities was most willingly offered, and the prompt action taken by the Health Committee with a view to carrying out the Factory Act, 1891, has made it possible to give a statement of the condition of workshops in Birmingham which may fairly be regarded as representative. An additional inspector had been appointed to inspect workshops, and a house to house inspection had been begun by the ordinary sanitary inspectors, to discover all workshops and to ascertain their condition. At the time of my visit full particulars of 419 workshops had been entered in which Workshops' Register. In this register are entered the address of rooms used as a workshop, the dimensions, the number of gas jets and fireplaces or stoves, the methods of ventilation, the condition of the rooms, whether the Workshops' Abstract is posted up, the means of escape in case of fire, the water supply, the number and kind of premises, the provision or absence of separate privy accommodation for women, the numbers of men, women, boys, and girls found at work at the time of the visit, structural defects, and sanitary improvements required.

On analysing these records I found that in 195 of these workshops women or girls were employed. Of these 90 were tailors' workshops, 44 were workshops of dressmakers, milliners, or milliners, and 119 were workshops principally used for the manufacture of hardware of various kinds. Of these 193 workshops 35 had no Workshop Abstract posted up, and may, therefore, be regarded as having escaped inspection. Of these—

21 were workshops of dress or mantle makers or milliners, with an average of 32 women and 12 girls to a workshop.

14 were tailors' workshops, with an average of 34 women and 2 girls to a workshop and of 3 men and boys to every workshop, exclusive of the rooms in which only men were employed.

20 were workshops used for the manufacture of brass collars, belts, gas stoves, lanterns, books, jewelry, gilt chains, sofas, trunks, brass knobs, paper boxes, hair brushes, furniture, fancy leather and japanned goods, with an average of 25 women and 14 girls to each workshop, and 15 men and boys to every workshop, exclusive of the rooms in which only men were employed.

Of the 35 tailors' and dressmakers' workshops in the above list—

15 were in a satisfactory condition
12 needed linenwashing
3 were without separate privy accommodation for the sexes
5 needed reconstruction of premises, &c.

Of the 20 other workshops—

7 were in a satisfactory condition
6 only needed linenwashing
5 were without separate privy accommodation for the sexes
2 needed reconstruction of premises, &c.

Of the 193 workshops taken together—

82 were in a satisfactory condition
49 only needed linenwashing
27 were without separate privy accommodation for the sexes
25 needed considerable sanitary improvement.

In 2 cases no privy accommodation whatever was provided.

In 35 cases the rooms of the workshops were reported as "dirty," 8 of these being the workshops of dressmakers and milliners, and 7 being those of tailors.

In 29 cases workshops were reported as having one or more rooms without fireplace or stove; of these 8 were workshops of dressmakers and 5 of tailors. In several other cases the nature of the occupations requiring an excessive number of gas jets explained the absence of any heating apparatus.

Her Majesty's Inspector, Mr. S. H. Kayreth, informed me that in the Birmingham portion of his district 493 workshops of tailors, dressmakers, and milliners were registered, this total including domestic workshops; there were also 583 other workshops registered in which he thought it probable that females would be employed. Mr. Kayreth's district covers two-thirds of Birmingham, and includes the majority of the tailors' workshops. The other part of Birmingham, which is in Major Roe's district, includes nearly all the jewellers' workshops, most of which are situated close together within a very small area. The 193 workshops, the reports upon which have been analysed above, are situated in different parts of the city, every sanitary inspector carrying on the investigation in his own district.

The workshops' sanitary inspector, with whom I visited several workshops, stated that in some cases where employers had been ordered to provide separate accommodation, although only one man or one woman was employed, they had got over the difficulty by furnishing the man or woman. Some employers had moved to other workshops where the necessary accommodation was provided. At one workshop where the employer had the day previous to our visit been ordered to remove a bed from a workshop, the shutters were up, the man having moved within 24 hours of receiving the order. At another the mistress of the house, who worked with her husband and another man in a bedroom at the top of the house, and had been told that either the bed or the work must be moved from the room, gave a most satisfactory account of the prompt removal of the bed, she ended by inviting me to go upstairs and see for myself, and having accepted the invitation we found that nothing had been done. With much reluctance she decided that as future they would do their best finishing in the kitchen.

A tabulated account of the workshops visited and of the information given by persons engaged in them is appended. The examples with which rooms are provided by the small masters, and the very short time that it is possible for anyone to stay on the premises without permission of the employer, render it difficult to retire with accuracy all the points deserving attention. In the table which follows six places have been selected as workshops, although they come under the legal

Number of workshops

Effect of sanitary regulations

Workshop is a 10

2. Condition of workshops.

definition of a factory. They are in a building in which workrooms are let out to small employers, who each pay an additional rent for the use of steam power. This place seemed to me in a most dangerous condition; wide holes were in the floor, and the staircases were narrow and dilapidated, and difficult of access. If fire broke out in any part of the building the consequences might be very serious.

It may also be worth while to draw attention here to the fact that the Factory and Workshops Acts, while making provision for protection from fire in the case of factories in which more than 40 persons are employed, makes no provision for the safety of persons in workshops in which more than 40 persons are employed, nor for small factories or small workshops congregated in one large building.

No provision from the Factory Act in cases of work shops and small factories in one large building.

WORKSHOPS VISITED IN BIRMINGHAM

Index No.	Trade	Hours of Work		Time for Meals	Total Hours worked per Week	Numbers in Workshop.	Statements about Wages.	Remarks.
		Week Days.	Other days.					
506	Shoe-making, on floor in a cubicle, and takes out aprons to be washed by his family.	No aprons 8-6 Aprons 8-10	8-4	1½ hours	22	Wife, married daughter, adopted daughter, one other girl, all over 18	All machinists. The adopted daughter earns 4s 6d and mends and helps, the other girl has a week.	Work in a room with a shop window. Girls have no work on Mondays and Tuesdays. Trade very bad recently, owing to strike in the boot and shoe trade.
506	Shoe-making, on floor in a cubicle, and takes out aprons to be washed by his family.	8-10	8-4	1½ hours	27	Employer, girl	"A good upper machinist would earn about 10s"	Girls work by themselves in a room above the employer's shop.
518	Perforated polishing	8-6	8-6	1½ hours	20	Two women	"A really good polisher could earn like a work"	One of the women was working on her own account, the other had just begun to learn. Workshop in a very long workshop by themselves.
521	Perforated	—	—	—	—	Employer, age stated 34, one girl	—	Set up work three weeks ago in a rather damp cold workshop, with an almost suspended ceiling but no staircase leading to it, that not supposed.
522	Perforated polishing	—	—	—	—	Five women and girls; four were married	Employer stated that the best earned about 14s a week; there are always work in it in the forenoon begins with 2d 6d. More pointers were married women.	—
523	Throat working	8-6	8-6	1½ hours	206	Two women and girls	The best machinist said that the most she ever made was 10s 6d.	A good sized room. Girls sit in a comfortable looking room, apparently no make and brooms.
516	Flat carpeting	—	—	—	—	A few men and women	—	Cuts passed through liquid preparations and scraped and eventually prepared for the carpet or rug. One says most very dirty work. Seldom clean to suppose not used in it is that of a daughter's house.
547*	(1) Shoe making	7-4 to 8-2 in winter	7-1	1 hour	246	About 10 women in 8d. room, some in the other.	Some of the women looked quite good. Employers said that they all earned 10s. in the winter busy.	The women looked very disappointed, and the workshop was extremely dirty, partly owing to the nature of the work.
547*	(2) Shoe making	8-7	8-1	1 hour	50	Three men, three women	—	Women were polishing silver on bags, the dust from the soap was supposed to be carried off through an open window, but as far as I could see, none of it was. Women very rough looking.
547*	(3) Shoe making	8-6	7-4	1 hour	246	—	Elderly women polished aprons in a wooden wheel contrived with few they. Suggested they could earn 10s in the good months, very little now.	—
547*	(4) Shoe making	—	—	—	—	Two women and some men	—	Women were "peel aprons" because with a wooden lever on a piece of point cutter split on a board it is that the whole being kept quite wet like outside the point is used to as to prevent dirt.
547*	(5) Shoe making	—	—	—	—	Two girls and one person	—	A very small room. One girl sitting down on a wooden seat, the other leaning the back over the shaft from the point. One girl's head close to the leather being consumed the machinery with the aprons could partly be washed in there. Very dirty from past working.
524*	(4) Shoe making	8-7	7-4	1½ hours	20	One woman and employer	Employer and the woman could earn 10s a week polished the aprons on a leather-covered wheel.	Workshop not badly kept.

* Workshop in a small containing seven or eight shops, pay for use of steam power.

WORKERS VARIOUS IN BIRMINGHAM—continued

Index No.	Trade.	Hours of Work		Time for Meals	Total Hours Worked per Week	Numbers in Workshop	Statements about Wages	Remarks.
		Week Days	Sabbath Days					
302	Button polishing -	8-7	8-4	1½ hours	24	Two women and girls (two rooms)	Two girls "lay out" buttons, earned 11 2s to 15s a week on piece work, (2) to 15s and 16s. Three children, including buttons, earned 4s. One girl earned 10s a week.	Two girls were working in a workshop in which the employer's mother was doing her washing. The other room was built for a workshop. There it opened a small room or closet, containing a large oven, in which the trays of blunted buttons were placed by the order of the employer, in a corner by the side of the oven were two girls, who came to work there because it was "so near and warm."
303	Jewellery and bonnet hat making	8-7	8-4	1½ hours	24	Four girls	The girls and their earned from 10s to 15s a week.	A workshop adjoining an office. Windows closed because of the glass being too thickly if left open. A candle used in the passage.
314	Silver chain dressing	—	—	—	—	Three girls under 16	One girl, age 14, put on beads, together with pieces, earned 3s. a week, the second girl changed a table with silver the third, age 16, was making the chains then decorated on a part, and putting pieces on, earning a little more, working a little pair of buttons with her tool, earned 1s a week for this "showing off."	Workshop clean, airy, warm. Room of a business house.
325	Footboard hat making	8-7	8-1	1½ hours	20	Nine girls (two rooms)	Employer said that the best earned 11s a week.	Workshop at the back of employer's private house.
330	Foot and spool lace hat making	8-7	8-1	1½ hours	20	About 15 (two long rooms)	Employer said that wages ranged from 1s. to 15s. The majority earned about 1s. a week, one, however, the youngest, earned 1s. 6d. a week.	Good workshop. Nearly employed married women, as the girls depended on each other in the work and would not be out of it they had to work with people who came regularly.
337	On board making	—	—	—	—	Twelve girls (three rooms)	How were made, is said in the lowest years earned, two earned from 10s to 15s, one earned over 15s.	Windows closed to prevent the heat from driving the women from after employers' orders, and noise.
338	Foot hat making	8-7	8-1	1 hour	20	Thirteen women and girls, none children	Employer said that the night who were making and sewing buttons at night would earn about 10s to 15s a week. The five women (all married) doing lace in the last room, would earn about 10s to 15s a week, but rarely had enough to do.	Employer said that the heat from driving the women was considerably very injurious to the women.

3. Effect of occupation on health.

Notwithstanding the great variety of articles made in Birmingham, there is not a corresponding variety in the work done by the women. Many of the machines used are merely different applications of the same mechanical principle. So far as an outsider could judge, a knowledge of "press work" in the shoe trade would enable a girl to do press work in the button trade or umbrella furniture trade. Before giving my general impression of the objectionable features in the work done by women and girls in the factories and workshops visited, the absence of exact medical evidence must be accounted for. It is usual in hospitals and dispensaries to enter the occupation of the patient in the register. Doctors, however, very naturally, do not spend their time in close examination into conditions of employment, they are over-worked, and frequently fill up the employment column in a perfunctory manner. Thus in one register, girls are entered under such headings as "peas," "buttons," "lace," with no indication of the process performed, or of the conditions under which it is performed. After taking down particulars of the illness and occupation of 300 women and girls engaged in factories and workshops, I was forced to the conclusion that unless such particulars were noted down by some one anxious to discover whether any relation existed between occupation and disease, they were quite useless. The diseases were those common to women in every class of life, but without a knowledge of industrial facts, it was impossible to tell whether they occurred in an abnormal proportion among certain classes of workers.

None of the processes that I saw seemed to involve any excessive strain. The notion of the men in

working them was horizontal, not vertical. Witness 350, a physician to the hospital for diseases of women, said that by far the greater number of women who had entered through extreme distress were domestic servants. In his report to Her Majesty's Chief Inspector of Factories and Workshops, Mr. S. H. Kayvert in 1889, commenting on the accidents reported to him, made the following remarks:—"It will be noticed immediately that these stamps are responsible for an undue share in the total, and this is especially regrettable because these accidents are usually attended with the loss of a finger or part of one, and, moreover, because they are almost invariably the result of carelessness on the part of the worker, and this is a cause of accident which it is almost impossible to cope with." I have as far as possible recommended the dress of foot layers in "three machines, so as to ensure both hands being employed on the work, and thus less likely to get into mischief through idleness, but with piecwork acting as an incentive to rapid work and the "conspicuousness of a crowded shop which distracts attention, I fear that these accidents will always be numerous." In 1880 the number of accidents reported from stamps and presses was 24 in this district and in 1890 it was 14.

In 1880, Mr. Kayvert also called attention to the danger arising from the flying of emery wheels when run at too high a speed. Referring to a fatal accident to a girl from this cause he gave the following report:—"The results of our inquiries proved to us that more care should undoubtedly be exercised both in ascertaining the speed at which individual wheels might be run, when new, and subsequently when

(b) Accident from flying of emery wheels.

(a) Accidents to stampers and presses.

"worn down; and also in ascertaining by occasional testing that this speed was not being exceeded by the workmen. It is, I believe, customary for the makers of emery wheels to supply purchasers with a paper of instructions as to the proper rate at which the wheel supplied should be run. But this paper says not (or at least not in all cases) state whether this is the maximum rate for safety, or only whether it is the rate at which the wheel must be properly run to produce its best results. As at present, moreover, it is not obligatory on manufacturers to possess any such information, I have found in some cases that this paper has been lost unheeded, and that in other cases, where standing machinery has been bought, the new owners have no knowledge whatsoever, but have run the wheels at hazard. To meet these difficulties, I think that it should be requisite for manufacturers to have, and to produce for inspection, a register or paper setting forth the speeds up to which the wheels they use are guaranteed as being safe by the makers, and I think the Inspector should be supplied with an instrument to test the speed at the time of his visit." Mayor Roe, in 1880, also reported on a fatal accident from the breaking of an emery wheel in his district, and made two suggestions—"First, that the flanges which hold the wheel should be in proportion to the diameter of the wheel, being replaced by smaller ones as the wheel wears away, and secondly, that every wheel should have its safe speed (as proved) painted or marked on it by the maker before issue for use."

Her Majesty's Chief Inspector of Factories informs me that much time and thought have been given to the consideration of this matter, but that so far no practical remedy has been discovered.

In one room of a factory in which solitaires were being made, the brass flintstones polishing or grinding the edges of the leaves seemed liable to having the brass dust in their faces, one girl at this work said that it occasionally went into her eyes, but she did not think she inhaled it.

In places where vegetable ivory buttons were being made, they were being polished on rag mops turned by machinery; the hair of the girls was frequently covered with rag fluff mixed with ivory or bone dust. Pearl button looms and graders were especially exposed to the injurious effects of dust, and the employers made no attempt to deny that the health of the pearl button workers was often seriously affected. Owing to the decay of the pearl button trade in Birmingham, the number of women thus exposed is small.

In bedstead making, the conditions of work seemed to me most disagreeable. Curiously enough, however, this was a trade in which there seemed single proof that women worked of their own free will. In the factory that I visited, nearly all the women were married, although in some cases their husbands were earning good wages. The secretary of the Trade Union stated that out of about 2,600 women and girls in the trade, fully 35 per cent., if not more, were married, and that frequently their husbands worked in the same trade and factory, and were quite able to support them. Besides, the menial domestic of the work there seemed to me objectionable features which might be altered if the women really wished it. Women were blinking like and red, standing in fumes of lead, and in which the rods were placed to dry. The blinking was not due to the fumes rising to the ceiling to which they had been roughly washed with pitch, but this effect was entirely due to the fumes rising to the ceiling to which they had been roughly washed with pitch, but this effect was entirely due to the fumes rising to the ceiling to which they had been roughly washed with pitch, but this effect was entirely due to the fumes rising to the ceiling to which they had been roughly washed with pitch.

The women and girls employed in iron smelting undoubtedly suffer from the inhalation of lead dust. The wages are rather high in proportion to the skill required, and this must be in consequence of the painful results of the work. The manager of one of these casual works and that undoubtedly the work was injurious. Nearly all the girls suffered from attacks of colic and severe illness. The particular operation which has the worst effects is brushing the lead powder from the part of the rammed iron plate not covered with lead. The only precaution taken (beyond good ventilation) was the provision of a damp sponge on which the girl puts her hand before going in, by this means the dust gets her hand before going in, by this means the dust gets her hand before going in.

Two girls had neglected to use their sponges and had to be sent to damp them when I visited the workroom. Such carelessness seemed less excusable than the refusal of the women to wear respirators. One of the women leaving the manager blame them for refusing to wear respirators turned round rather indignantly and said that she wanted to breathe and not have her mouth and nose stuffed up all day. There was a small cloak-room here but no dining-room, and the manager thought it very probable that if any woman did not go home she would have her dinner in the workroom, a most objectionable proceeding. There was no sick club here, but the somewhat heavy fines were used as a relief fund. A fine of 8d. for singing was said to be imposed in order to prevent the women from getting more lead dust in their mouths than was unavoidable.

The resident superintendent of a house for working girls said that one of them was a dipsomaniac in an enamel shop. She was aged 17, had only been in the trade four months, and began with 1s. 6d. since stated to be. Her health was being ruined by the work, but she refused to give it up because "she liked the work and she liked the girls." Another girl of the same age went to the same factory and was never in the least affected by the work.

Since my visit detailed rules have been issued from the Home Office with regard to iron enamel works, requiring employers to provide adequate washing conveniences, suitable respirators, overalls, and head coverings, and to adopt measures for the removal of all superfluous dust, to provide a sufficient supply of sulphuric acid drink or other approved sanitary drink, to provide medical attendance and medicine for persons suffering from illness contracted in the process of manufacture and to take care that no food shall be eaten in the works except in an apartment specially provided for the purpose.

Several ladies informed me that the "sewer girls" at Emsworth had a reputation for coarse language and immorality, and believed that it must in some way be due to the conditions of work. Thus I feel absolutely certain it is not the case. The sewer machine-room, in which some hundreds of women and girls are employed, is very large and extremely lofty with a ground-glass roof. Each girl was tending 16 machines (except those who worked at machines somewhat different from the majority in use) standing between two rows of eight. Their work was to see that no part of the machine was clogged up so as to prevent it from working, they used pincers to pick the machine right and so far as I could see the only danger that could arise would be in the case of a girl carelessly using her finger instead of her pincers. The machines themselves struck me as being positively graceful in their action, and the effect on the eye was refreshing after seeing the monstrous working of the press in the Birmingham factories. The manager stated that no one under 17 years of age was engaged for the sewer machine room, so that nearly all had previously been employed in other factories, principally at press work. He also stated that quite half were married and from their appearance I should expect that this calculation would prove considerably under the mark if a census were taken. The managing director maintained that the women were not at all addicted to drink and that their attendance on Mondays and the day after holidays was always regular. If this is true, the lives of some of the women gave very false testimony. But although these seemed to me a large enough number of coarse-looking women to bring discredit on "sewer girls" generally, yet the majority were very respectable-looking women whose appearance in neat dresses and white aprons with lace and shoulder straps produced a very favourable impression. Here, as elsewhere in Birmingham, some information as to wages was refused. The lavatory and cloakroom accommodations seemed to me good.

The employment in factories and workshops of married women whose households are well able to support them seemed to me the worst feature in the industrial life of Birmingham. There is hardly any home work for married women in the city. Nearly all the following given out by the Birmingham clothing trade in tailors' workshops. The chief inducement of the piece work is the employment of girls in processes shockingly useless to them in home life. After marriage they are not only the cheerful society (for it is cheerful) of the factory, but also the steady work to which they have been accustomed, and for both reasons many of them persist in going to the factory. They

(f) Sewer factory.

(g) Employer's name of married women in factories and workshops.

are not, generally speaking, engaged on work which would otherwise be done by men, and therefore there seems remarkably little of the opposition to married women's labour invariably displayed by men when they consider that their own labour is being displaced by women, but the evils extend more the less. The rate of infant mortality in Birmingham is very high, and were it possible to obtain particulars of the occupations of the mothers of the infants who have died under the age of five years, medical testimony points to the probability that an abnormal proportion of them would be found in factories or workshops. As there is so little home work in Birmingham, I have had no opportunity of seeing workers in their homes, but one witness, a doctor, stated that a comfortable home was an exception. It is also very doubtful whether the married women in factories ever save any part of their earnings. At the same time it may be questioned whether there is any town in England where the evils are so clearly recognized and efforts to remove them so vigorously and sensibly made.

It is noteworthy that in the Beccomville Works, where no married women are employed, the percentage of single women over 25 is unusually high.

PERCENTAGE OF WOMEN AND GIRLS IN BECCOMVILLE WORKS.

Under 16 years.	16 to 18	18 to 25.	25 and upwards.
20.4	28.5	33.1	11.8

There seems ground for believing that the girls in these works knowing that they will not be kept on after marriage do not marry so early as most factory girls, and are less liable to be married by men in search of a wife to support them.

The Beccomville Works and Glass Bottle Works.

This factory was moved from Birmingham 11 years ago, and as many people are now employed in it. Arrangements were made with the railway company for cheap tickets for the workpeople. The majority of the men moved from Birmingham and settled down near the factory, but the girls used to come in by train. But their numbers, since the migration to Beccomville, have been largely recruited from the outlying villages, and barely 10 per cent. actually come from the city. The hours of labour when busy, viz., from September to December, are 6 a.m. to 5.30 p.m. A set of women had a tea break given to every girl when she comes in the morning; half an hour is allowed for breakfast, a quarter of an hour for lunch, and one hour for dinner. During this season they leave off at 1 p.m. on Wednesday and 12.30 p.m. on Saturday. For nine months to the year the hours are 8.45 a.m. to 5.30 p.m., and till 1.30 p.m. on Saturday.

The girls change their boots if damp, and place them on racks in the cloak room above hot water pipes. For the sake of cleanliness, they have to wear white bolted dresses at their work, taken off before they go home; they are charged two-thirds of the cost of the bolted, and make the dresses themselves. They must have a clean dress every Monday.

A playground of about ½ acre is provided for the girls, shut in by trees, and with benches all round it, several of which are under cover.

Runs for luncheon go to the Hospital Saturday Fund, other ones to the sick club. The cloakroom is large and well fitted, and hot-water is laid on for washing. The dining-room is fitted with many, with backs reversible into tables, and the room is frequently used as a lecture hall. Formerly hot joints were provided from the kitchen, but this practice was abandoned because "all the girls wanted the best cut." Now the girls bring their meat, and have it cooked for them, and only cold meat and different kinds of pies and puddings are sold to them.

Dining Room Tarif.

Ham, corned beef, or tongue, 1d. and 2d. per plate.	Bread, per slice, ½d.	Rice, each, 1d. and 1½d.
Eggs, each 1d.	Cake, per slice, ½d. and 1d.	Tea and coffee, per pint, 1d.
Butter, each 1d.	Tea and coffee, per pint, 1d.	Cocoa sauce, per pint, 1d.
Pork pie, per quarter, 1½d.	Milk, per ½ pint, 1d.	Milk, per glass, ½d.
Bacon, perasher, 1d.	Milk, per glass, ½d.	Ginger beer, Lemonade, or soda-water, per bottle, 1d.
Potatoes, 4d. and 1d.	Ginger beer, Lemonade, or soda-water, per bottle, 1d.	Fruits of all kinds in season.
Pudding, pie, and tarts, 1½d.		
Butter, cheese, or jam, ½d.		

The factory is lighted with electric light. The ventilation is excellent, and the fresh air warmed by hot pipes as it comes in. A dust collector was provided in the starch mould room, but was not acting quite satisfactorily. The women work entirely apart from the men, and are superintended by forewomen. It is the special business of a district nurse to visit the girls who are ill, and a committee of forewomen meets once a week to give out tickets that may be required for hospitals, &c. About 30 cottages, which might be described as semi-detached villas, with five rooms and a scullery and a good garden to each, are let at 5s. to 6s. a week.

Although, in the majority of factories and workshops, in Birmingham there is but little provision for dining in comfort, the city itself is well supplied with good and cheap eating-houses, and so far as public effort is concerned, it may be safely said that, in Birmingham, if any scheme can be proved worth carrying out, it will be undertaken.

The evidence of factory girls has been tabulated, but a very noticeable feature of it is the absence of any serious discontent. This is not due to the fact that they may have been generally well situated. The superintendent of a house and cloak for working girls, nearly all of whom earned very low wages, confirmed the evidence of other club managers, that the girls complained very little about their work. Their troubles were nearly all domestic or social rather than industrial.

Only one grave charge was made against employers, and that was only against certain pen manufacturers. From a Trade Union official (not in the pen trade) from an unopposed statement, sent to me guaranteed to be from a woman in a pen factory and from two girls in other pen factories, I obtained evidence of a feeling on the part of the pen makers that they were being given extra work to do than formerly for the same pay. It was stated that they were paid by the "lot"; this was supposed to be such a weight of metal as would give 100 gross of pens, but neither the weight nor the number was stated to the girls. They believed that the weight was increasing, and that they were now making many more gross to a "lot" than before. The means of two firms were mentioned which charged the girls for all "waste" or spoil pens.

Complaints of illegal overtime referred entirely to dressmakers and (in a slight degree) tailors in workshops, and will be given therefore in a later report on dressmakers in the province.

The decline of the pearl button manufacture in Birmingham has been referred to, and in this connection may be quoted some extracts from the "Belted" and "Regulations" to be observed by the Members of the Operative Pearl Button and Stud Workers' Protection Society, established April 12th, 1845, revised 1865, 1874, 1883, and 1887.

Rule 21.—That if any operative, being a member of this society, give instructions to any learner, not being a member of this society, he shall forfeit at the sum of 10s. for each case. No female allowed in the capacity of either piece-maker, turner, or buttoner. Any member working where a female does either shall forfeit 10s., and should he continue to do so, shall be excluded.

Rule 22.—That the system of confining by the engine be annihilated on 10s., and any member assisting the system, direct or indirect, shall be subject to a fine of 2s. Any member of the society working at the trade by means of mill power, either direct or indirect, shall be subject to a fine of 10s.

Amongst the voluntary work done for working women and girls in Birmingham should be noticed the various courses of practical lectures on the laws of health, management of infants, and amusements, promoted by the Ladies' Association for Useful Work. The Ladies' Guild, which undertakes to find a lady correspondent to write to any factory girl who wishes to have a friend to give her advice and sympathy through the post, is a somewhat novel but very successful society. Over 3,000 girls have applied for correspondents, and about 2,000 ladies have been induced to presume to write letters regularly to the girls allotted to them. Of the various acts of kindness by individuals, none seemed to have afforded more pleasure than the hospitality of a private person, who invited over 40 members of the Kyrie Society to stay for a week, in dormitories of 12 at a time, at a cottage in Conway, under the supervision of two lady members. The visit had been paid six months before, but one girl, a press worker, told me that she still thought of it nearly all the time she was at work; and two girls and they were saving money to pay their fares to the same place next year.

6. Evidence of factory girls.

7. Evidence of pen factories.

8. Trade Union official as to the pearl button trade.

(a) Women's employment.

(b) The use of power-driven machinery.

9. Voluntary work for the education and instruction of working girls.

EVIDENCE OF GIRLS EMPLOYED IN FACTORIES AND WORKSHOPS.

Index Number of Witness.	Occupation.	Hours of Work.		Time for		Total Hours Worked per Week.	Overtime.	Age, Length of Time in Factory, Apprenticeship, &c.	Wages.	Sex.	Sanitary and other Accommodation, &c.
		Week Days.	Sundays.	Day.	Night.						
225	Parapholder per holder makes them through set, vision too South, pair ends on the ends, straight, "shoulder," then, and puts the pins on "Light work."	8 to 1.30	8 to 1	1 hour		69½	No overtime; extra time and pins in the circle only for this children is put in the work, but not on day.	Age 24, 11 years in the factory.	Averages 11s through out the year.	Free living late.	Sanitary accommodation good; no separate, every girl cooks for them and they do her work in the mountains. Four lat and patient in box. Lives at home, 30 minutes walk to the factory. About 400 to 600 girls there making pins.
230	Girl cleans needles, links and solders, "pretty work."	9 to 7	9 to 1.30	1 hour and half when they like.	½ hour	47	None.	Two years at a girl's place, six years at this one.	Earns about 11s on the "Some childrens can get 12s."	—	Doesn't workroom and goes out for 6 weeks. No childrens sanitary accommodation good. Live at home, 30 minutes walk.
231	Gold and silver work.	9 to 7	9 to 1.30	1 hour	When they like.	47	None.	Age 28, three years.	Averages 16s a week.	None.	Sanitary accommodation is very good; no windows open because gold leaf might be blown away, but ventilation. "Work has to be looked after, so the girls are a lot, things have to be done." "Washed and sitting out all day the only objectionable thing. Can go out at the dinner hour or clear a workroom. One hour's walk to shop.
232	Thimble washer, "a night and pins."	8 to 6	8 to 1	1 hour	—	50	Work till 7 o'clock, usually, but never overtime.	Age 23; three years.	On piece-work, does not earn more than 12s, but is very efficient.	—	Good sanitary arrangements. Does not have a separate, but is much sleep for them, 36, for 6, sleeping all day and good for her health.

EVIDENCE OF GRAVE EMPLOYMENT IN FACTORIES AND WORKSHOPS—continued.

Index Number of Witness.	Occupation.	Hours of Work.		Time for		Total Hours Worked per Week.	Overtime.	Age. Length of Time in Factory, No. Apprenticeship.	Wages.	Times.	Sanitary and other Appliances, &c.
		Week Days.	Saturdays.	Dinner.	Tea.						
240	Fills bottles with powder.	8 to 6	8 to 9	1 hour; 15 minutes break.	12 minutes	48	None	Three six years	Earns 10 shillings a week with pay.	None	Eighteen; women make for them grates. Blows and cleans in house. Some factory is No. 214.
241	Washes off steel percolator	8 to 6	8 to 1	1 hour	—	50	None	Three three years; was in service previously	12s. to 14s. when busy. Paid for the "let" (usually 100 gross in a "let"; between there are none).	Set dead in last room, but food for bed work and houses in other rooms.	Sanitary arrangements good. Drying-rooms, used to have food cooked there, now only have it heated; pay making. Cleanliness. Forbidden to speak, but do it. Men stop smoking, and don't get on with her; then in kitchen a few come off, pay 4s. 6d. for beer and help her to a room to be read.
242	"	8 to 6	8 to 1	1 hour	—	50	None	Was formerly a "hand-in" in a pin factory; several times over there where talk was objectionable; left in consequence. At present plant two and a half years	About 1s.	"	At same place as No. 241.
243	Pin reamer	8 to 6	8 to 1	1 hour	—	50	None	Three four months; began that was at a jeweller's for four years and did soldering, carrying the silver also, being to students.	About 4s. to 5s.; other girls generally earn 10s. or 12s. Generally does four lots a week at 12s. 6d. a lot; between there are 110 gross in a lot.	Food for bed work. Looked out for the morning if about 10 minutes late	At same place as No. 241. References required and given when they leave, if desired.
244	Boxer, who weighs, makes vice, guards right through	8 to 6	8 to 1	1 hour	—	50	—	Three 10 years; began work at a machine maker's, but did not like it and left. Age 28.	Began with 4s. 6d. a week when she was 16, is now earning 6s. a week.	None. If late five minutes looked out till 6.	Sanitary arrangements good. Drying-rooms. A table for hair and clothes. Lives at home. Does not get anything like 4s. 6d. to her mother
245	Secondary packer	—	—	—	—	—	—	—	12s. a week and a week's holiday with pay.	—	—

II.—WALSALL.

The registers of workshops inspected by the sanitary inspector at Walsall contained but few particulars, and of the 534 workshops in the last sent by the factory inspector only 12 had been reported on at the date of my visit. Only 12 of the 560 were tailor workshops, but a very considerable number were saddlery and harness shops, in which women were employed. A large clothing factory in the town has during the last few years caused an increased demand for female labour; over 200 women and girls being employed inside, and over 100 in a branch factory.

Witness 260, partner in a firm of saddlery and harness makers, stated that in Walsall stitching had always been done by women. The heaviest work done by women in his factory was the lighter kind of shaft tags. A girl in the factory was given one of these to show me what the work was like. She stated that for tags with seven stitches to the inch they were paid 6d. a pair, eight stitches to the inch they were paid 6d. a pair, and so on up to 10d., the highest price. The one she was doing was an eight stitch pair, and she could make one in 1½ in an hour. She added that no one had many of these to do in a week and that some of the girls could make them quicker than she could.

Two girls, witnesses 262a and b, from another factory, also stated that shaft tags were the heaviest work they had to do. They often did not have one shaft tag a week; the lowest price paid for them was 6d. a pair, then 7d. and 8d. One of them could do a pair of 6d. shaft tags in 1½ hours. They wished they had the work often.

The heavy shaft tags required for Government contract work was not made at all in Walsall, according to witness 260, but were frequently made in Birmingham by men.

A certain amount of the leather work was being done by machinery driven by power, and in one room two women were working a new machine adapted to stitching a large number of thicknesses together. The machines were all on day-work. The better class work was all being done by hand. The leather is fixed in a "chop" so as to leave both hands free, the hole is made with a very sharpawl and the threads put through and drawn tightly together. The women wear a leather pad fastened on to the palm of the hand by a leather ring on their middle finger. In one room women were sewing saddle seats instead of stitching them; the two parts put together were of much thinner leather, and the needle was used instead of the awl; the women used thumb-nails and had guards on the third and fourth fingers. These sewers were considerably older than the other women in the factory. The black harness stitching having to be done with black thread was said to be trying to the eyes. Apart from this the work seemed more attractive and less monotonous than most work done by women in factories, certainly more so than the "press" work in which the majority of Birmingham factory girls are engaged.

The hours of work were 8 a.m. to 7.30 p.m. in winter with one hour for dinner and half an hour for tea, and 7 a.m. to 6.30 p.m. in summer with half an hour for breakfast and one hour for dinner, making 55 hours a week exclusive of meals, but the employees stated that it was quite impossible to induce the girls to come in time. They frequently would not come before 9 o'clock in summer, and the married women often did not come until 10 and were very irregular. The youths came punctually, but most of the girls had no urgent necessity for earning money and therefore took their time. A great number of girls were being attracted into the wholesale clothing trade, and possibly this had made them more independent of the employers. One-third of the women in the factory were married. A statement of wages was given to me—

PERCENTAGE OF WOMEN AND GIRLS EARNING—

Under 6s.	6s. to 8s.	8s. to 10s.	10s. to 12s.	12s. to 14s.
19.5	11.5	15.3	10.9	25.9

In the bridle stitching department of a firm in Birmingham the wages of the women were taken down by myself from the wage-book.

PERCENTAGE OF WOMEN AND GIRLS EARNING—

Under 6s.	6s. to 8s.	8s. to 10s.	10s. to 12s.	12s. to 14s.
9.5	14.5	19.0	37.0	20.0

Although given in percentages, the above tables refer to less than 80 women altogether.

In the factory at Birmingham the time-book showed that there also the girls came to their work very late.

Taking a week in which there had been plenty of work for them to do, it appeared that of the bridle stitchers—

1	had worked 53½ hours (a new hand).
0	" 53 to 53½ hours.
8	" 48 " 50 "
8	" 45 " 48 "
2	" 40 " 45 "
1	" 35 "
1	" 32 "
1	" 24 "

The two girls, witnesses 262a and b, already quoted, said that they were working at a harness factory, but work was so slack that they had absented themselves for half a day to try to get work elsewhere. They had been to six places and had failed, as all were slack. When trade was busy it was quite the other way. Their normal hours in summer were 6.30 to 6, in winter 8 to 7; but they both of them stated that they themselves never under any circumstances went before 9 a.m. At the present time their hours were from 10 till 5. Throughout the year they averaged about 9s. or 10s. earning about 15s. in busy times and only 4s. or 5s. when on short time. One of them paid her mother to do a week, the other explained that as her parents were better off she only paid them for a week. They were not fond, and their only grievance was the slowness of work. They were very impatient because their employer had that morning dismissed a girl whom he had taken on as a learner before she had half learned, her trade and she would have to go as a learner again somewhere else.

Witness 260 believed that since the sitting of the Committee on Sewing much less work was given out to be done at home. He himself gave some out a few months before when there was a sudden piece of work. Only "straight" work, principally trousers, was done at home, as the other work generally had to pass into the hands of the men and back again, making it necessary for men and women to work together. Some sewing was also done for small saddlers who had too little work to employ a woman at the workshop. Home work when given out at all was nearly always done by married women who had worked at the trade before marriage.

Witness 261, harness maker, said that he employed about 70 women at his own home, and about the same number in the factory. He only gave out straight work, all the leather work was done inside.

Witness 264 said that before her marriage she was a leather upper-case closer at a factory, she worked 50 hours a week and her earnings averaged from 7s. to 8s. She was 23 when she married, she took a little work home at first but afterwards had too much to do in attending to her children. She did patches of one period and was paid 3½d. each, but she could not carry how long it took her to do one as she never set at her work for a whole hour together. Some of the married women went to the factory merely for company's sake, and hardly had any money over when they had paid for their washing and for looking after the children. This witness lived in a very comfortably furnished four-roomed house for which she paid 4s. a week.

Witness 266 said that she used to work in the saddlery trade before marriage, and learnt the trade right through; she then earned 8s. to 10s. on bridle work principally. She occasionally made traces at home now, taking work from whatever place her husband might be working at. She never did much work, and had done none for the last two months, having seven children to attend to. She had had traces from different masters, and they all previously paid the same rate. "Eight" would be 1s., and "six" 1s. 1d. It would take her 4 hours to do the 1s. trace, working very hard. She paid 5s. rent for her four-roomed house. This

1. Saddlery and harness trade.
(c) Description of work.

(b) Wages and hours of work in Walsall and in Birmingham.

(d) Position of persons in harness trade.

(e) Home work.

woman and her baby both looked very unhealthy, and it is possible that bad sanitation was the cause of the low rent.

Witness 307 said that she was a needle stitcher, but only did work when there was a piece at the factory. During her husband's absence in America, she had to support herself and three children, and went to a factory near her home. She earned 10s a week, but it was on work she was not accustomed to. There was no necessity for her to work now. A good needle stitcher could earn 3d to 4d an hour; some would only earn 1½ or 2d. She did not approve of married women working in the factory if they could be supported without. Children were always neglected in consequence, but she did not know of any cases in which mothers paid anyone to look after them; there was generally a grandmother or some other relative, who did this without payment. This witness lived in a very well-furnished six-roomed house, for which she paid 3s a week.

Witness 303, wholesale clothier, said that he gave out "finishing" to home workers, of whom there were 70 on the out-work register. His house factory was managed by a Jewish tailor, who was paid by the piece, and was practically his own master, but to whom he supplied rooms, machines and power. In his own factory there were 773 women and girls, and 64 men. The arrangements of the factory struck me as quite equal to the best of the Leeds clothing factories, and in some respects superior; even here, however, the art of ventilating without draught had not been discovered. There was not the slightest fume from the gas pressing iron, and the foreman of the men's pressing room seemed justified in recommending the assertion that there was not a cooler pressing-room to be found in all England. Most of the rooms were lit with electric light.

Not quite 5 per cent. of the women were married or widowed. The employee complained that the girls married so soon, but he did not care to have married women; they always wanted to come late, and go away early in the middle of the day, and often would not come at all on Saturdays.

Since 1887 a record had been kept of the average weekly wages earned throughout the year by each piece-worker, and also of the time lost by the girls of their own accord or through illness. From this latter record I extracted some of the worst areas with the average wage earned by them throughout the year 1891.

Hours lost	Average Weekly Wages	Hours lost	Average Weekly Wages
	s. d.		s. d.
154	13 5	121	7 10
457	9 8	658	5 9½
502	12 14	466	5 8½
401	8 3½	308	7 3½
324	8 8	323	3 10½
307	10 2	274	10 6
339	6 5½	336	12 2½
102	9 2	127	10 5½

The hours of work were from 8 a.m. to 5 p.m., with one hour for dinner. Fines were imposed for lateness, if many began to show signs of a tendency to come late. Fines all went to the sick club. In 1889 they amounted to £11, 10s. 9d., and in 1890 to £62, 1s. 2d.

Unfortunately, of the five out-workers whose names and addresses I took down, two had moved, and three were not when I called.

It must always be remembered that the tables of wages given in this report are merely representative of the wages earned in an ordinary week, in almost any week that might be taken, persons will be found earning high wages, who perhaps would not work so hard the next week, or might not have the work to do, absence, slack work, and holidays may all tend to lower the weekly average throughout the year, and firms paying the same rate might have entirely different periods of slackness. Such firms might give almost identical results if the wages for an ordinary week were compared, and yet one might be much below another if the yearly average were compared. In the Walsall clothing factory, the weekly average of the worker for the whole year has been worked out, as already stated, and the difference between the table for an ordinary week and that for the year can be shown.

1891. PERCENTAGE OF WOMEN and GIRLS earning—

	Under 6s	6s to 10s	10s to 15s	15s to 20s	21s. and over
Ordinary week	5.8	35.5	40.0	20.3	4.4
Throughout year	20.0	42.0	39.3	7.0	7

I am not able to compare the wages of all employed in the factory during the five years, as I have not the particulars of the day workers, except for 1891; their absence somewhat lowers the number of those earning the highest and the lowest wages.

PERCENTAGE OF WOMEN and GIRLS in Piecework earning per week—

	Under 6s	6s to 10s	10s to 15s	15s and upwards	Relative numbers employed.
1887	25.2	47.5	54.2	4.1	100
1888	23.0	48.3	59.4	4.5	115
1889	13.4	47.2	58.5	8.4	131
1890	20.2	49.7	55.4	9.9	147
1891	15.8	44.8	59.2	6.2	151

So far as can be judged from the table for an ordinary week, the average rate of earnings in Walsall is very little lower than that of Leeds.

III.—DUDLEY CLOTHING TRADE.

Witness 380, having an intimate knowledge of the working girls in Dudley, and unusual opportunities of seeing them hence, stated that most of the girls in the town were mill makers or file cutters, or engaged in similar work. The tailors who worked in the Dudley clothing factory did not, so far as she could judge, live in Dudley; they were very much superior in dress and appearance to the girls in the other factories. Very few married women either went to factories or took work home, but their homes were generally very dirty notwithstanding. Witness 381, relieving officer for Dudley, and that there was very little saving done now, but the girls sink to the trade and could not learn anything else. The people he had to do with were of course the parents, the wives nearly all went out washing and cleaning or doing odd jobs, the homes were generally very dirty. He never came across the tailors at all, whether working at home or in the factory.

Witness 403, one of the firm of clothes in Dudley, said that, besides having work done in factories at Birmingham and Dudley, they gave out work in both towns. In Birmingham the outwork was of the better class, and was nearly all done in Jewish workshops. In Dudley the outwork was of the very commonest kind, and was done by the wives and daughters of the colliers and ironworkers in the neighbouring villages. Witness 405, the manager of the Dudley factory, ascertained that in the girls' rest room, where there were 10 machines, only three lived in the town, in another room, where 80 girls were at work, there were only six who lived in Dudley, the rest came from the neighbouring villages. The girls in the outworkers' resting room who had brought in their bundles of work from Cusley and other districts, struck me as looking remarkably strong and healthy. Those in the factory looked fresher and more vigorous than is usual in factories in large towns. The manager and that, as a rule, the country girls were much superior in manners to the Dudley girls.

The hours of work were 8 to 7, with 1½ hours for meals. The overtime list showed that overtime had been worked 25 nights this year; the dates showed that it was rarely worked so often as twice a week, and never often.

Fines had been abolished, as the girls did not mind them in the least, and only paid so much less at home when fined. If 15 minutes late they were now looked at.

161 Acc The wage books were shown to me, and a census of ages taken. Only one married woman was employed in the factory. When the girls married, if they wanted to earn money they took work home.

Percentage of Water and Grass

Under 16 Years	16 to 18 Years	18 to 25 Years	Over 25 Years
16.3	35.5	69.0	1.5

De J. Wiersma.

PERCENTAGE of Women and Girls earning in an Ordinary Week—

Under 6r	6r to 8r	8r to 10r	10r to 12r	12r to 14r	14r to 16r
44.5	50.4	6.4	15.8	15.4	7.5

B. ПУШКИН

On the outworkers' register were 180 names. Only six women were drawing over £1 a week. One of these drew £1 3s. 8d the previous week, and was said to employ several girls not members of her own family. The 180 names would probably represent between 250 and 300 people actually working for the firm; nearly all lived in the surrounding villages, not in Dudley.

Witness 408, the woman referred to above, living in Greeley said that she came over as a port for what she wanted from Dudley, at the present time she employs two daughters and six other girls. Their hours were 8 to 8, 15 hours for men. They worked most of the Saturdays, but were more conversant than Saturday, but did not work full time on Saturday. They left off on Tuesday and Thursday because she wanted to go to chapel then. She considered that the "factory manager had done her a good turn," by limiting her hours, as it enabled her to refuse to work late for her employers. She used to do ordered work years ago; it paid much better than the wholesale trade, but then she lost so much time waiting about to see if any was wanted. She considered that the tailoring work had employed girls who would otherwise have worked in the Sundries and brick yards, the only other work open to girls in the district.

Several of the informants, varied at their homes, whose statements as to their own work have been tabulated, and that the girls in the neighbourhood who did not do tallowing went to a foundry near and scooped pots there; they earned about 5s. or 5s. 7s. 6d being the highest earned by any one they had heard of.

There was considerable difference of opinion as to the hardship of walking over two miles to Dudley and back with their bundles on their heads. So far as I could judge they none of them really minded the walk, or the loss of time, but they did not like carrying the heavy weight in bad weather on a very hot road.

The average rate earned by the girls seemed to be 1½ an hour in most cases, and about 2½ an hour in the case of two girls accustomed to work in the factory before they began to work at home.

NAME WORKED IN DEPT. OF COMMERCE, ASK. DOWRY.

[illegible]

54d. by "Lord Hetherton's award." A difficulty arose as to the fastest way of dividing the reduction between the men and the women. The men had been accustomed to keep 34d. out of 6d.; if they had only retained 3d. then the loss would have fallen entirely upon them, a loss of 3d. out of 1s. 3d.; if they had kept 34d. they would have lost 1d. out of 1s. 3d., and the journeywomen, having 14d. a dozen instead of 13d., would have lost 2d. out of 1s. 3d. formerly earned. The women's labour being skilled and needed by the men, the women were able to secure better terms.

Thus, for eight "dozen" the men used to receive 2s. 4d. and the journeywomen 1s., now the men receive 2s. 4d. and the journeywomen 1s. 1d. The men, therefore, have lost $\frac{1}{8}$ of their former rate, and the journeywomen $\frac{1}{4}$ of their former rate. The word "dozen" is here used in a technical sense. The printer has one press, but payment for different qualities of work is varied by what are called "short," "medium," and "long" cards.

(1) Glazing

In the dipping-room men were dipping the ware in the liquid glass which contains lead. In an adjoining room, cups, &c., which had been dipped and dried, were being rubbed together tops to tops and bottoms to bottoms. The rough glass powder which comes off, and which contains lead, was stated by the employers to be injurious to health.

After the glazing process the ware is fired a second time, and after this second firing lots of "sparks," &c., have to be knocked off with a metal scraper. Women and girls were doing this, the sparks flying as they stripped the lead off. In this department two women were paid a fixed quantity, out of which they paid their assistants as in the hurnet workhouse.

(2) Painters and hurnet-makers.

The hurnet-makers and "painters" seemed drawn from a rather different class; they were working entirely separate from the men.

(3) Second factory.

Witness 286 showed me over his earthenware factory in which white granite ware was being made. Here also several half-timers were at work. It was stated that they were engaged by the women and paid by them, and were frequently their children.

(4) Method of paying cup-makers and hand-lins.

Here women were making cups with the "jolly," each had two girls to sponge and fill, and two mould runners. Another factory custom was illustrated in this department. The women who make cups without handles are paid direct, but those who make cups which have to be sent up to the "handlins," receive their money from the latter. In the vago-books, therefore, the cup-makers sometimes seem to be earning very little, and the handlins seem to have abnormally high wages, whereas the money paid down to them includes money to be paid to the cup-makers and their assistants.

(5) Towels

The "whirlers" at which the "towels" were working, were here also driven by steam; but the whirling was not under cover of hatches. There was a grating close to each whirler, down which the dust was supposed to be sucked by means of a fan, but the women's hair was covered with dust, showing pretty conclusively that this was not properly carried off. One whirler was not even near a grating. The seven women engaged in towing were all married. It was stated that hatches had been made for them, but the women, a very rough independent set, had refused to work with them.

(6) They labour for "wain-stone."

No women were in the dipping department, the rough edges of the ware were being rubbed off by boys.

(7) Women cup or maker within paid a lower rate than men but not on played along with men.

Witness 286 stated that where women were employed in making cups or runners, no men would be found making them. The women would be paid a lower rate, just as it was common for apprentices, when put to journeyman's work, to receive two-thirds of a journeyman's pay.

(8) Third factory.

In another factory the lathe turning was not done by steam, a woman standing on a six-inch high stool, worked the treadle with her right foot; she sponged and filled as well, and was paid 4d. in the lb. by the turner whom she assisted.

(9) Towels

Two women were "towing" appeltis each other (using theory paper instead of tow), the "whirlers" were under hatches. The dust was supposed to be freed out by a staff at the back of the hatch, and taken out by an air-propeller, but this fan was not working at sufficiently high speed, and there was hardly any draught.

(10) Cup making.

Women were making cups with the "jolly," with girls as assistants and boys as "mould runners." The assistants and mould runners are paid by the women.

In the printing-room one of the transference was doing her own work and an apprentice's as well. She stated that the printer with whom she was working was her husband.

In some parts of this factory there were sheds with a man "jellying," and a woman attendant in each. The factory was an old and large one, with rooms in unexpected places, which seemed to me to render supervision both difficult and necessary. The rooms were also badly ventilated, although the dust in these factories or "banks" are so great as to make ventilation of the utmost importance. The room in which the girls were brushing off the glass from the ware that had been dipped and dried was very dark, badly ventilated, and by the manager's own admission, unnecessarily hot.

In another factory "dressing" was more common than "jellying." The dresser's attendant was paid from the office and not by the thrower.

The lathes were turned by women, working at the treadle. It was stated that with steam it was difficult to regulate the different speeds required. The women were paid 4d. for every lb. earned by the turner, not 4d. out of every lb.

Tearing was being done over a grid; the dust was really being carried down by a fan, and the hair and dress of the women were quite free from dust.

The printers here received 64d a dozen, of which 3d. goes to the journeywomen and her apprentice.

Girls were washing off glass, and a very small boy was helping the dipper, taking the wet cups from him.

A large number of "paintresses" were employed here. The ventilating holes in their rooms were all stuffed up. The "paintresses" serve a seven years' apprenticeship, no half-timers being employed in this department, they receive 2s. the first year, and then two-thirds of the full rate of pay; journeywomen earn about 12s. to 14s. here.

The men in these factories struck me as looking much more unhealthily than the women. In some cases the girls in the glazing department looked very white and ill; the "towmen" looked very rough, and were said to be hard drinkers; with these exceptions it would be difficult elsewhere to find so many good-looking girls as are to be seen in any one of these factories. The most objectionable feature seemed to me to be the employment of half-timers, obliged to carry rather heavy bags to and from hot drying closets in the midst of so much clay dust.

A "ware cleaner" (as the girls are called who rub the glass off the ware) and that she had been 16 weeks in the infirmary through lead poisoning. The ware cleaners earned from life to life. She was paid nothing when she was ill. There was no sick club for girls, although there was one for men. They would never think of applying to their employer when ill, but if absent long the other workpeople would subscribe to help them.

Witness 286 said she was a "wheel turner and taker-off" in a china "bank" in Longton. She was paid so much a dozen by the man for whom she worked, and made on an average 1s. 10d. a day. She generally only worked half a day on Monday. There was no overlooker where the men and women worked together. The women had nothing to do with the employer. She herself had been very wretched at one place because the men under whom she worked was so disagreeable. She had worked at several "banks" in her time. In some places there used to be no proper accommodation at all, but she knew of no place at the present time where that was the case.

Witness 286 said that she was a ragged paragon at Longton. Her husband married her on his 17th birthday, and she was a little older. She had worked at two banks. The hours were from 9 to 6, but some of the unmarried women went at 8. About three years ago they had 4d. in the lb. taken off, and even then she earned 11s. a week. The girls objected to the reduction, but were not united enough to hold out. Some of them had more had 4d. in the lb. taken. Lead was used in all the rollers, and it was most unhealthy. In one of the banks an extra quantity was used and the girls were always ill. She herself did not suffer so much as her sister, who was very dirty and was constantly ill through not washing her hands. At May of the girls ate their meals in the paint-room. At one bank they ought to have gone to the "ghost" washhouse to eat their dinner, but in the other there was no place

(1) Toss towels

(2) Toss towels

(3) Toss towels

(4) Toss towels

(5) Toss towels

(6) Toss towels

(7) Toss towels

(8) Toss towels

(9) Toss towels

(10) Toss towels

(11) Toss towels

(12) Toss towels

(13) Toss towels

(14) Toss towels

(15) Toss towels

(16) Toss towels

(17) Toss towels

(18) Toss towels

(19) Toss towels

(20) Toss towels

(21) Toss towels

(22) Toss towels

(23) Toss towels

(24) Toss towels

into the workroom in which to eat it if they came from a distance. There was no sick club for girls in either of the banks. The girls subsisted sometimes if any one were ill a long time.

Witness 288 said her daughter had worked at a "bank" in Tunstall. She was 16 when she died. She had been 18 months in the dipping-room altogether. At first she used to put the ware on the boards for the dipper, and was paid 6s 6d. She was tempted by higher wages to become a "ware dresser," brushing off the glass from the dried ware; for this she was paid 5s the "oven." Two months ago her sister, aged 18, had joined her in this; they each made 18s 6d a week by it, but it was too much for both of them. The younger one was taken ill on Friday, but insisted on going to the "bank" on Saturday to pay the girls under her. She came back and died the next day of lead poisoning. Her elder sister had already left the work and was "putting up" for the dipper at 6s 6d a week. The employers had been much concerned about the matter. The girls in the "glass" room were now provided with big gowns to go over their dresses, hoods for their heads and respirators. A place had been found for the elder sister in the lowest workroom. They had contributed 2s 3d to funeral expenses.

The Secretary of the National Order of Pottery believed that about 400 women were members of one or other of the men's unions. He did not think the system of men employing women and women employing men was a bad one, although it might be objectionable if many people were under one foreman who could engage or dismiss at will. As it was he considered there was much competition for competent women that if a man did not treat his attendant properly she would leave him and go to another man. In many cases husband and wife or child worked together. The transference were very independent, and when the printers' price was lowered refused to lose more than their fair share. In reply to a question as to whether the arrangement of one journey woman and one apprentice to one printer did not sometimes leave one of them with too little work, this witness stated that this proportion had been the custom from time immemorial. Formerly there used to be a great deal of "heavy" printing (with the pattern all over the paper, as in the willow pattern), and this was easy for the transference and more difficult for the printers, now the "light" patterns were in vogue, this was easier for the printer, but required more skill from the transference. He considered it rather a good thing to have only one transference and one apprentice, notwithstanding this change, as it prevented the printer from doing too much.

Witness 289, who had had opportunities of becoming acquainted with women and girls working in the potteries, said that so far as she could gather from what they told her the girls had nothing to do with their employers, and if anyone complained to the employer of the man under whom she worked the man would pay her out for doing so. The absence of any one of a group of workmen very much hindered all the others in the group. Very often after the "wakes" (a special week's holiday, if the head man was a drunkard, the boys and girls standing him could do nothing until he had recovered from his drinking bout, and were without work for days. Assistants in the printing room had occasionally complained that the transference were not fair to them when paying them their money. The printresses worked in large rooms, and were under supervision. This was not the case with the attendants working "at the clay bank." Both Church of England and Nonconformist workers had failed to attract the lower class of girls to their evening classes and clubs. There were few leaved people in the district; the employers all lived at a considerable distance, and if asked to subscribe to any movement, often excused themselves on the ground that they had to subscribe to philanthropic efforts in the places

where they lived. She did not consider that there was so much immorality amongst the girls at the potteries as amongst the servant girls at the small houses in the place. Early marriages were very common.

Witness 291, living at Stoke, stated that she heard very little about insanitary conditions in the factories, but there was much to complain about as to the houses. There were several cottages with only two rooms and several courts with only one closet for all the inhabitants. She came across a considerable number of cases of immoral conduct, but had never heard of one case in a factory nor of immoral relations between men and women working together in the factory. But she continually heard complaints about the indecent conversation of married women in the factories.

Witness 291 did not consider that the charges of immorality frequently made with regard to the pottery workers were justified. The worst girls she knew of in Stoke were not those who lived in the town but those who came from a considerable distance, particularly from Newcastle. She believed that the work was the cause of the evil; the girls when quite little, some of them even when half-timers, got into the habit of starting together with boys and men walking in the same direction, and their behaviour and language were disgraceful.

It was impossible to make any use of the wage-books owing to the system of payment prevalent in the Potteries. Circulars were therefore sent to the members of the Manchester Association, asking them if they would ascertain the wages earned by the women and girls in their factories in the preceding or following week, and would fill up forms enclosed with the circular. Forms were filled up by 15 employers, employing in all 1,480 women and girls. Of these five each employed under 50 women and girls, six employed over 100. Particulars of ages and civil condition were also given.

Department	Numbers employed	Percentage of Women and Girls according to age							
		Under 14	14 to 16	16 to 20	20 to 24	24 to 28	28 to 32	32 and upwards	Married
Printing	444	27.5	21.2	16.5	26.7	11.0	8	—	—
Painting	305	18.9	17.9	30.5	32.7	10.0	2.3	0.3	0.3
Warehouses	215	24.0	39.0	47.0	30.0	2.0	5	5	5
Thatching and other	30	8.4	17.8	20.0	35.1	4.8	2.3	0.3	0.3
Working	51	—	—	0.0	62.0	22.0	—	—	—
Glassing	12	9.4	25.0	30.0	36.1	0.4	2.1	—	—
Leads burning	29	16.5	5.0	30.0	30.0	10.0	—	—	—
Other branches	32	1.2	22.2	22.2	35.5	30.0	6.0	—	—
All branches	1,480	20.5	20.0	30.9	35.3	10.3	5.7	2.4	—

PERCENTAGE OF WOMEN AND GIRLS AGED—

	Under 14	14 to 16	16 to 20	20 and upwards
8.6	30.1	25.7	37.4	

In two of the forms the number of married women was not stated, but in 13 factories, employing 1,579 women and girls, the average percentage of married women was 30.2.

The usual hours are from 7 a.m. to 6 p.m., with half-an-hour for breakfast and one hour for dinner. The "printresses" work shorter hours.

I am, Sir,

Your obedient servant,

(Signed) CHARLES N. COLLYER.

Read and approved,

(Signed) RUTH ORME.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS CLARA E. COLLET,
(LADY ASSISTANT COMMISSIONER.)

ON THE

CONDITIONS OF WORK IN LIVERPOOL AND
MANCHESTER.

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THE EMPLOYMENT OF WOMEN.

To GEORGE DRUCE, Esq., Secretary,
Royal Commission on Labour.

SIR,
I have the honour to present to you my report on the conditions of employment of women and girls working in certain non-textile trades in Liverpool and Manchester.

I.—LIVERPOOL.

Evidence has been taken from 79 persons, of whom 38 were employers or managers engaged in the manufacture of men's clothing, cigars and tobacco, boots, ropes, jute, sacks, and soap, or in retail trade, 36 were tailors or shirtmakers, 11 were girls engaged in factories or workshops in making cigarettes, ropes, brushes, and matches, cleaning bed footers, sorting paper and making sacks, 5 were dressmakers and shop assistants, and the remaining 11 included persons brought into daily contact with working women and girls in religious and social work.

Judging from the appearance of women and children in the streets of Liverpool, and the miserable conditions of many of the houses and courts, there must be in the city as much chronic poverty and wretchedness as in the poorest parts of London. But owing to the relations between employers and employed hardly touches the very large class of women and girls in Liverpool who put up a brave but odd job which falls to their lot in a poor and peculiarly distressed. The greater proportion of the poorest class are Irish, with a very low standard of living, and apparently quite careless of the future. Many of the women are the wives of men irregularly employed or at sea a great part of the year, several are in debt whether they are deserted or widowed. The kind of work offered, and the circumstances under which it is sought, all tend to keep in existence a large class of irregular female labour, and with it a dislike to regular work, which prevents even children who have just left school from seeking for regular employment and enables them to begin their industrial life as hawkers or cleaners for neighbours.

The rag and paper sorters, cotton pickers, and sock makers, etc., as compared with the rest of their class, almost regularly employed. They, at least, count on doing a few days' work a week under the same employer at fixed times and fixed rates. The cotton kilns are a peculiarity of Liverpool; hales of damaged cotton are brought from the ships, and women pick the cotton over and lay it on the kilns to be dried, and then take it off. I have not myself investigated this branch of labour. But the returns of prosecutions maintained by the Factory Inspector show that the Factory and Workshop Acts are disregarded by the employers. Her Majesty's Inspector, Mr. Richmond, said that within the last 12 months one employer had been convicted three times for employing women at the kiln at night. In 1901 one cotton dealer was fined 20s. and costs for employing two women at a cotton kiln at midnight, another was fined 25s. and costs for employing five women at 3 a.m., and a third 30s. 6d. and costs for employing 10 women at midnight. Mr. Richmond stated that the women were quite indifferent and did not mind doing nightwork in the least, there were long intervals during which nothing could be done but see that the cotton did not take fire, and they took rest in those intervals. The work was very irregular, and the women working in the kilns were a very tough lot indeed.

At a sack-mending workshop the wage books were shown to me. The women were nearly all Irish and nearly all married, widowed, or divorced. Twenty-seven of them, the best and most regular workers, were on day-work, the lowest wage paid there being 1s. 6d. a day. The rest were on piece-work, their names were entered in the book each week in order of their arrival, and as soon only came for two or three days at the end of the week the wages earned were less in the lower columns than in the first, although more who came at the beginning of the week left work in the middle. The price for mending the sacks was 1s. the 100 in all

cases, and the highest number mended by any woman, in the week, I choose as average week, was 1,050. The wages are arranged, as shown in each column, to give an idea of the short time worked.

Number of Women employed

	Under 40	40 to 45	45 to 50	50 to 55	55 and upwards
1st column	5	2	6	14	7
2nd column	6	11	6	6	1
3rd column	11	5	5	—	1
Total	12	11	12	20	9

The hours of work were 7.30 to 6 (sometimes till 7) with one hour for dinner, and on Saturday from 7.30 to 8, with half an hour for dinner. The managers stated that if they were busy the women took home tasks to mend, generally taking 50 sacks each. The women who took me over the workshops said that the women frequently came as late as 9 o'clock. They looked very tough but were quite orderly, and the places seemed well managed. The machines were sitting on low frames covered with a kind of stickie with a book at the end for the string. They said they were no leather guards just then because they were doing soft mends, and one woman stated that their fingers got so hardened that they did not need them. Although no machinery was used the women were not crowded together, as is usual with hand workers, even where there is plenty of space. Six women were away at the doctor, the foreman said that very occasionally they were sent, as in this instance, to do any mending on the spot that might be wanted. On Fridays the women left off at 3 o'clock and cleaned up the room. Each sack weighed about 13 cwt., so that those who took them home had a weight of about 40 lbs. to carry. They often got them carried for them in someone's cart.

Witness 444, a married woman, said that she used to mend grain sacks at a place where she worked in a room by herself. She was paid for a week and had constant work. Her hours were from 8 to 6, with one hour for dinner. She left on account of her confinement and her place was filled up. She also made work in a place where nine women were employed in sack time and 18 in the busy seasons. They were all paid 5s. a week. The hours were 7.30 to 6, with one hour for dinner. Sometimes they worked overtime until 10 p.m., and were paid 1s. for the extra time, and had half an hour for tea. The sanitary arrangements were good. She stopped to dinner, cooked it in the engine-house, and ate it in the sack-room. The work was very regular but too far off, her husband was a labourer whose work was regular but slack. Her mother looked after her children in her absence.

Witness 450, a paper sorter, said that she used to work at the sack-mending factory described above, and left because work was slack. She confirmed, by her evidence, every statement made, and said that she used to do 600 or 700 sacks a week. She then went to paper sorting and was paid 7s. a week at first, and afterwards 8s. She looked about 21 and was very dirty, not having thought it necessary to wash herself before going out for the evening, a cardroomer nearly displayed by working girls, and probably due to the dirty work in which the paper sorters are engaged, perhaps also to a natural inclination which makes them indifferent to its unpleasant nature.

Witness 449, also a paper sorter, said that her hours were from 8 to 6, with one hour for dinner which she had at home. She looked about 20, and had been in the work for three years, earning 8s. at first and then 7s. She had not worked anywhere previously, her somewhat feldling appearance made it inadvisable to ask how her time had been spent.

(a) Rope-making.

Some degrees higher, because more regularly employed and more genuinely working women, come the ropemakers. A manager at one rope factory said that no one there was under 16 years of age. Beginners earned 5s. and afterwards wages ranged from 6s. to 12s., all being on day-work. Spinners earned 12s. and managed two machines, girls who paid 6s. for taking the "shivers" out of rollers, and "feeders" were paid 7s. or 8s. The hours of work were from 6 to 5.30, with 1½ hour for meals, and on Saturday work was stopped at 12.30 for machines to be cleaned by 1 o'clock. If the women were 10 minutes late they lost a quarter of a day. The ventilation was good, and the machinery well fenced and less closely packed than in one factory visited in London, but the sanitary arrangements were not satisfactory.

Another rope factory struck me as well constructed and well ventilated. In this factory women were spinning and by hand, walking up and down the rope walk while a girl turned the wheel. These hand spinners were on task work at a day wage, and earned 12s. a week. In the spinning-rooms there were 30 machines, and 16 women to mind them. The youngest spinner said that she was 17, the eldest that she was 28. The employer, witness 496, said that there were never more than two machines to one woman for a whole day, but sometimes a woman minded a third machine if any spinner was absent until breakfast. On the ground floor of this factory, under a rather low roof were two perfecting machines. The place was open to the weather on one side, and on cold windy days a screen is hung up in front of it from a high beam. From the second of these machines a considerable amount of dust was rising; the employer said that this was due to the fact that the hemp then being prepared in it was a kind which must not be aired; only a small proportion of this kind was ever worked up, and most of the time, therefore, there was no little dust at this machine as at the other. He did not see his way to improving this room, although he admitted it to be defective. Some years ago, in accordance with the factory inspector's instructions, he had put up a fan at a cost of 14s. and had closed the open side with a door. At the end of a fortnight the woman came to him and asked to have the fan and the door taken away. In a room at the end of the rope-walk women were "heekling" by hand in front of open windows.

In going through the factory several of the girls were asked their ages and the length of time they had been in the factory.

Number of Years in Ropework.	Age.	Age at Entrance.
2	19	14
3	21	15
4	20	16
5	19	14
4	18	15
3	18	15
2	15	13
2	14	12
1	12	10 (all been with him)
1	14	15
1 month	10	10

A foreman, when questioned on the subject, thought that before coming to the factory and after leaving school, the girls had either been at home, or had gone about selling chips, &c., or had cleaned steps, and done other odd jobs. The employer stated that about two-thirds were over 18, and he believed only two of these were unmarried. The wages were given me from the books by a clerk.

Percentage of Women and Girls earning

Under 6s.	6s. to 10s.	10s. to 12s.	12s. and upwards
12.5	38%	4.5	33.5
			18.7

The employer did not think the women deserved the bad character sometimes imputed to them. He considered them very decent and hardworking.

Witness 451 said that she used to work in this rope factory. She was nearly 18 when she went, and earned "shivers" for the spinners. She was on day work at 5s. a week at first, and was earning 6s. when she left at the end of eight months, because they had to go so early in the morning. She preferred paper making, because they began at 8 instead of 6 in the morning.

A teacher of an evening class for ropeworkers, when questioned as to any complaints the girls made about their work, said that whatever their work might be, their spirits were unimpaired, and they were "as happy as possible, even if they had not a bed to lie on, or a penny in their pockets." This statement referred to the girls, not the married women, who are the majority in the ropework.

A glance at the list of philanthropist agencies at work in Liverpool shows that much effort is spent in housework. The necessity for such work would be diminished if the education and training of children after leaving school could be better arranged and the casual labour of girls between 12 and 15 could be discouraged.

The largest factory industry in Liverpool into which girls pass at once on leaving school, is the tobacco and cigar trade. This industry differs from most in which women are employed by the very wide range between the skill required in its lowest branches and that which can be utilised in its highest. The table of wages of over 1,400 women and girls in cigar and tobacco industries shows this very clearly. This table does not represent the earnings of any one factory, but of a number of persons employed in different factories.

Per centage of Women and Girls earning

Under 6s.	6s. to 10s.	10s. to 12s.	12s. to 15s.	15s. to 20s.	20s. to 25s.	25s. to 30s.	30s. and upwards
38.5	20.4	15.1	13.5	7.1	3.2	2.8	1.2

The hours worked were 50 per week, exclusive of meal times. I have not particulars to show the difference of earnings in different departments for the whole 1,400 to whom the above table refers, but the table given below relates to several hundred persons, and are based on the figures taken from the wage books by myself.

Per centage of Women and Girls earning

	Under 6s.	6s. to 10s.	10s. to 12s.	12s. to 15s.	15s. to 20s.	20s. and upwards
Cigar makers	10.1	13.0	16.6	15.4	16.0	18.1
Cigarette makers	44.3	22.1	16.0	5.7	2.5	4.6
Strappers, spicers, binders, &c.	22.3	18.1	17.0	30.2	8.7	1.9

I have no statistics of the ages of the majority of these cigar and tobacco makers, but in one factory with nearly 200 women and girls a census was taken.

Per centage of Women and Girls

Under 10s.	10s. to 15s.	15s. and upwards	Married and widowed
13.9	29.6	44.7	11.8

The cigars made by these women were all "mould" work. In one factory a few men were making hand-made cigars; in another a few elderly men, survivors of a time many years ago when men were employed, were doing "mould" work, cigars and being paid a higher rate for them than was paid to women. No men are now ever taken on in that department.

The manager of one factory stated that apprenticeship to cigar-making lasted seven years; a girl was

(f) Cigar and tobacco factories.

(g) Tobacco.

(h) Tobacco.

(i) Apprenticeship.

paid 2s. a week until she was able to earn that on piece-work, and then she would be put on piece-work. At first she would get about half the rate paid to a journeywoman for the same work. The higher the class of the cigar made by the apprentice, the nearer would she rate approximate to that of the journeywoman. Apprentices begin by making the "bench" and putting it into the mould ready for the cigar-maker.

Witness 443, age 14, working at a tobacco factory not owned by her, said that she passed the Smith Standard when she was 11, and left school six months after; she had been at the factory 16 months; she made tobacco "twist" and ran the machine for the spinner with "wraggers." She was paid 2s. 6d. the first six weeks, then 3s. 6d., 4s., and 4s. 6d.; it would be about two years before she would be on piece-work, so 2s. as she knew she would never learn cigarette making. The hours of work were from 8 to 6, with one hour for dinner (30 hours a week). If 10 minutes late they were locked out for half-a-day. If kept at work after 6 o'clock she was paid 5d. an hour extra, and if kept until 7.30 was paid 6d. extra for tea. No one in her department was ever kept later than 7.30. The work was very regular, and they were only "put off" in stock-taking week.

Witness 443, age 14, and she had passed the Fourth Standard, and had been at a cigarette factory 4 months. She was apprenticed for three years, and was paid 2s. a week for the first three months and was earning 2s. now. Her hours were from 8 to 6, with one hour for dinner. If late five minutes they were fined 1d. They were never locked out if late. She had to do a fixed number of cigarettes a day. She stayed to dinner, and was able to get hatch-patch for 1d., and a cup of tea for 1d. from a cocoa-house quite near.

The employer in one factory said that day workers were fined 1d. if five minutes late, and then locked out. Piece-workers were not fined, but if 30 minutes late were locked out.

Particulars of wages were given me in a large soap factory, but not in such a manner as to admit of tabulation, and I could get no definite answers to questions as to the proportion of hand workers to machine workers, or as to the wages earned by the former. Of the machine workers I gathered by looking at the wages vouchers that a girl who knew her business could always earn from 10s. to 12s., and, if very capable, from 12s. to 15s. or 16s., working from 8.30 till 5 with one hour for dinner. The conditions of work are somewhat exceptional, and the facts would not be representative of the trade.

Book-binding and book-sewing, box-making, and stationary keep considerable number of girls employed in rather small factories and workshops. In the answers of the Bookbinders' and Sewers' Union to the questions sent to them by the Labour Commission, it is stated that there are 100 females and 100 males in the union, payment is weekly, and for full workers at the rate of 1s. 8d. a day; the standard hours are said to be 54 per week, and the rate for overtime 4d. per hour; the work involves an apprenticeship of three years, and is said to be somewhat slack in summer. No answers were given to the questions relating to conditions of labour, and strikes and lock-outs. The low rate of wages to be earned in a trade which requires a three-years' apprenticeship is very striking. Facts relating to some of these factories were given me by witness 444, a lady who had special opportunities of obtaining correct information. In one of these, in the printing department, the girls (olders and sewers) served a three years' apprenticeship, for the first six months the wages were 2s. 6d. a week, with a gradual advance after that. The maximum wage was 12s. a week. In the paper-bag making department girls served no apprenticeship, but began also at 2s. 6d. a week, reaching a maximum wage of 15s. The hours in both departments were 50 per week exclusive of meal times. Until recently overtime was worked until 9.30, but they no longer worked later than 8.30. About 200 women and girls were employed here. At a firm of stationers and envelope makers, girls served no apprenticeship, the maximum wage was 12s. per week, the hours were 50 per week. At a bookbinding firm the girls served a four years' apprenticeship, receiving 2s. 6d. 3s. 6d., 4s. 6d., 5s. 6d. in successive years, the wages of full workers averaged 16s. per week, the total hours worked being 48 per week. At another bookbinding firm no apprenticeship was served, the wages ranged from 3s. to 12s. per week for 54 hours.

The manager of a box factory said he employed about 60 girls in box-making. Their hours were 8.30 to 6.30

and 8 to 1 on Saturday with one hour for dinner. Learners were paid nothing the first three months and were then put on piece-work. Average girls would earn from 10s. to 12s., but skilled workers earned much more, the best workers in the previous week earned 18s., 17s. 9d., 17s. 6d., 17s., 15s., and 14s., respectively. They made very few heavy boxes, as skilled labour was very difficult to get in Liverpool.

The factories, probably because few in number and easily inspected, seemed in very passable condition. Two at least presented some striking peculiarities worthy of mention. The jam factory at Anlaby was built to a great extent on the model of the Bournville Chocolate Factory near Birmingham, and is admirably constructed. In connection with the evidence given before the Labour Commission of the hardships suffered by girls obliged to carry heavy trays of jam, the method adopted at Anlaby deserves mention. The floors are surfaced with iron linings, along which small wheels with trays of jam pots are rolled to and from the shelves. The trays for the pots are small, constructed to hold nine 2 lb. pots, and the girls only have to put those trays into the bins and then take them off and put them on to the shelves at the cooking room. The sanitary arrangements, the ventilation, heating, and lighting of the rooms were excellent. At another factory a very large dressing-room was provided with a refreshment bar at one end and with seats with reversible backs. At the other end was a good sized stage with curtain and wings, which was being prepared for the performance of a comedy by the factory school assembly. The clerks and operatives frequently gave dramatic entertainments here. In the same room was a library of some 300 books, which was circulated amongst the operatives free of payment. A singing band had practised regularly at the factory for some time, and the conductor of it had recently started one for the girls. One of the managers of an institute for factory girls said that this firm had a very good reputation for its treatment of the girls. The managers of the women's department of the factory said that the present head of the firm, shortly after succeeding to that position, had given orders that all girls who had been employed there four years should receive 2s. a week as a bonus in addition to wages, and all those who had been there one year should receive 1s. a week extra.

Of the more skilled work, tailoring and dressmaking employ the largest number of women.

Witness 434, a widow, said that she had worked in the coat workshops of an outfitter for 14 years. She made button-holes, bored, and holed. Her wages were 4s. 6d. a day. Formerly they worked from 8 to 8 and till 6 o'clock on Saturday. Owing to the action of the women's union the hours are now 8 till 7 on ordinary days and 9 till 4 on Saturday. They generally worked till 8 on Friday night. Years ago when she often worked until 11 p.m. on Saturday, but during the last 8 or 9 years there had been no mention of the Factory Act. They used occasionally to take work home, but that was very exceptional in the trade. They were used to have to go out for their meals; then they were allowed to have their meals in the workshop, and now a dining room is provided. About 16 to 20 women and 5 or 6 men were in her room, the men were all Jews. They were not always "clean in their personages," but she had never worked with Englishmen and did not know that they were any better, she did not consider that working with men was in the least conducive to morality.

The foreman was paid by the piece and employed the women himself. Beginners earned 2s. 6d., 3s., 4s., and wages went up to 12s., 16s., 18s. a week and more. A dull girl would not earn more than 12s. or 13s., if "really smart," a girl of 18 might get 18s. or 20s. a week. They were paid for overtime, she herself received 6d. an hour for it, and all the tailresses got a little more than ordinary time pay. Saturday counted as a full day. For six months she did not average more than three days a week, and in the other six months perhaps did not have a full time more than three weeks; she averaged, perhaps, 5 or 5½ days during the busy half of the year. She did not save in good times. She earned food and rent in slack times, and bought clothes in busy times. If more than 10 minutes late, they were locked out for a quarter of a day. The ventilation and the workmen were "loathful." Porters were supposed to lock after the forewomen, but they were not kept so clean as they ought to be. She considered that a laundry had

(94) One of the girls at Anlaby.

(12) Tailor at 44.

(13) Bookbinders of consequence.

(14) Soap factory.

(15) Book factory, where the girls are not paid by the piece.

shown itself, since the style at this firm, to take on some foreign labour. Even a slow button-hole might not be done in less than 1½ a week; but the foreman (before she left this place, whom she did a few months ago of her own accord) took on a Russian girl as button-hole at 8s. a week. She was kept fully employed when the others were slack. She could not speak English, and presumably did not know how much was usually paid for her work.

Witness 415, a single woman, during the last four years, had worked for two employers as a cost hand. For two years she worked for the foreman or "middleman" of a firm of cutlers. She called the foreman a middleman, because, although he worked on the premises of the employers, he was paid by the piece, and engaged his own hands. There were about 20 girls and seven or eight men in his room. She made button-holes and bowed coats. The hours at that time were from 8 to 8, and 8 to 4 on Saturday; they always had full time for meals. She never worked later than 8.45 there. She was paid 12s. a week (1s. 6d. a day). Work was constant, as stock was made by them in slack times. (At the firm in which the previous witness was employed there was a special department for stock work, so that both order workers and stock workers were slack.) The workmen had been recently much improved and good new lavatories and offices had been constructed. They paid 1d. a week to keep them clean, and they were kept clean. They used to pay the 1d. without any perceptible result.

She considered the English Jews were much more decent to work with than Englishmen; they were particular about their dress and even sometimes wore collars. They did not sit in the way the English tailors did, who therefore nose no knees and seemed sometimes to have hardly anything on.

At her next place she was paid 26s. a week, but the work was not constant; there was about three months' slack time, during which she only earned 15s. to 21s. or 22s.; she never earned less than 12s., and only as little as that one week. They were engaged by the employer, not by the foreman. There were three other girls in her room who earned 26s., 22s. and 18s. respectively. This was after the strike, and the hours there were from 9 to 2, and on Saturday from 8 to 4; if they had finished at 3 on Saturday they could go home. Twice in the 18 months she was there they had worked at 7 a.m. half time on a Saturday. There were no fires, and the lavatory accommodation was very good.

The president and secretary of the Liverpool Tailors' and Costmakers' Union gave the following account of its formation and progress. It was formed in the summer of 1890; the Jewish tailors had formed a society and gained a reduction of hours. The women cost-makers thought that "what a foreigner could do" a woman could. They therefore prepared ships of paper and went round to the workshops and persuaded 250 women cost-makers to sign their names and addresses in favour of a trade union and a reduction of hours. The Trades Council assisted them and they called a meeting at the Oddfellows Hall and formed themselves into a union and elected a president, secretary and committee. Then they sent a memorial to the Middleman's Society asking for a two hours' reduction. No notice was taken of their request. They therefore meted two shops, and sent a letter to say that the reduction of hours must be given without any reduction of wages and without adopting the piece-work system. They had so far no funds, but they had agreed to support those who were out. The middleman held a meeting and decided to lock them out, thinking that without funds they would be frightened. The Trades Council had, however, promised their support, and the girls kept together, and picketed the streets to show what respectable-looking people they were, as statements to the contrary had been made. The middleman still held out, but one firm was known to want to make the concession, the girls went to this employer, and told him that if he would pay the foreman a weekly wage he could employ them. He dismissed his middleman, but could not get a Liverpool man in his place. The Manchester Tailors' and Pressers' Society, however, sent down a foreman, and about 30 women went into the shop. In another fortnight, the "middleman" at another large firm was persuaded to make the concession, and then all the rest gave in. In one case afterwards an outdoor shop wanted to increase the hours; the Union took out the woman and paid them

5s. a week for three weeks, and places were found for them elsewhere.

As soon as the reduction of hours had been granted, the numbers in the Union began to diminish. There are now about 100 members, of whom about 40 or 50 are entitled to receive benefits. The women cannot get the women to pay up. The worst offenders are those who work in the middleman's own houses. As the President expressed it, "the women are kept combined" now by tea-parties and parties "given them in many cases by a few private persons interested in the trade union movement."

Witness 419, a widow, said she worked for four years as a trouser-maker, for a middleman, who rented a workshop in certain buildings. He only took out trousers, and employed seven women, one girl, and a presser, and worked himself. They were all English. They were on piece-work and doing the very best work, but for what she called "second-class shops," not the really "private" tailors. Everything about the place was excellent except the price. They were paid 1s. 3d. for making trousers, doing everything except the pressing and the "taking-up"; they were paid the same for every pair, some would have "extra" to be done to them, but without extra pay. She generally earned 2s. 6d. a day; sometimes more, if she went in punctually, but, with children to look after, she could not often manage that. The hours of work were 8 to 8, except on Monday, when they were 10 to 4. They never worked overtime except on Friday. The middleman was one of the best men in the trade. The middleman cooked their dinner for them, they had a "hot potato dinner" every day, and often had pemmies. All contributed to pay her. The women girl peeled the potatoes and washed the vegetables. Witness left the place merely because of the price.

Then she worked for another middleman, who took his trousers from first-class private tailors. The work was done on the first floor of his dwelling-house. The workmen were well lighted and clean, and his treatment of his workpeople so good that to one called him a "sweater." He always paid the women half of what was paid to him. It was received 4s. 6d. for a pair of trousers they would have 2s. 3d. The highest price she had there was 2s. 4s., and she never was paid less than 1s. 2d. They had to wear their own coats and caps, but otherwise did not have to put any more work into the trousers than at the former employer's. The hours of work were at first from 8 to 8, and afterwards from 8 to 7, with one hour for dinner and no time for tea after the change in hours. Two earned 4s. each cooked their dinner for them in the dining-room. She always earned 2s. 6d. a day here. Even in slack times she made 14s. or 15s. a week, and work was very regular.

Witness 420, a trouser machinist, unmarried, worked a few years ago under conditions which would hardly be possible now. Her employer, a middleman, lived over a pie shop, his family slept in one room on the first floor and lived in the other. The workshop was on the second floor. Her employer was also a dog-fancier and used to cure dogs of diseases, and these dogs were kept in the workshop. Until she wrote to the factory inspector, the workshop was not on the register, then the inspector obliged him to move and give them decent accommodation. She often worked there until 10 p.m. and had no short day. She was paid at the rate of 1s. a week, but never had a full week's work. She was never paid for overtime. The trouser makers were paid 1s. 2d. the pair. She was there for 2½ years, and then worked for a man who travelled up and down on the canal so busy all along it. He got orders for trousers for the men (generally firemen), at 24s. or 28s. a pair. She made better money with him than anywhere else. At first he took a place at Warrington and persuaded Liverpool girls to come and lodge there. She worked for him there for eight months. At the first place at which she lodged, they slept four in one room and two in a bed, and paid 3s. 6d. a week each. Their landlady drank and made them wretched. In the next lodgings they went to three of them had one room and slept in one bed, for this they paid 2s. 6d. a week each. The second place was dirty and seemed to be a stopping-place for men tramping to Manchester. There was only a large kitchen for them to sit in, along with everyone else who might be staying there. She never saw anything disreputable there except drinking. She had to pay about 3s. for her food, as she had to get it at eating-houses. The girls could stand it no longer, and she was one of the last to go back to Liverpool, and

(All the
witnesses
were
English.)

(a) Action
of the
Tailors' and
Cost-
makers' Union.

their employer brought the work to his workshop there. The hours were 9 to 7 and 8 to 4 on Monday. She was paid 36s. a week at Warrington and 35s. at Liverpool. Afterwards, by her own choice, she was put on piece-work and "made" trousers in addition to machining work. She was paid 6d. a pair for machining and 1s. 6d. for making. She earned a little more under this arrangement, but preferred day wage as giving less anxiety. The workshop was in a large block of buildings and the arrangements were very good. On the death of her employer, she was put for three days to a milliner. She went on Thursday or Friday she was kept until 9.30 p.m.; on Saturday, the shortest day, she was kept until 6 p.m. and was refused overtime pay. The machinery arrangements were good. She decided that if there were no sewing she would seek for herself, and she now takes work home from a tailor, who, however, only gives out stock work to women.

The president of the Liverpool Tailors' and Trousers-makers' Association said that the Union was formed in January 1889, after a meeting addressed by the secretary of the Women's Protective and Provident League (London). Bills had been given to all the tailors in the Liverpool shops (except those in the wholesale factories), and these proved to be 1,300 of these, including coat hands and trouser and vest hands. The meeting was crowded, but only 30 names were put down that night, on the first pay night, which was in February. 30 or 40 paid the entrance fee. She herself considered that it had been a mistake to insist on a 1s. entrance fee at the slackest time of the year, as they had no initial expenses, as the Tailors' Society had given them their cards and account books. The number rose to 180 during the year, and to 200 later on, but the coat hands showed little disposition to join. They were all on weekly work, and the trouser and vest hands were on piece-work. The latter, therefore, did not ask for a reduction of hours, as they could leave their work when they liked. She, however, considered time-wage much preferable to piece-wage.

The Union gave much benefit at once. They spent 37s. 11s. in this up to February 1892, and about 5s. in the next eight months. The numbers had now fallen to 20 or 30.

The wage books of a first-class tailor were shown to me. During the previous week—

	s.	d.
2 girls assisting workers earned	5	0 each
1 waistcoat hand	12	10
1 "	15	4
1 jacket assistant	13	9
1 trouser hand	16	8
1 " (an old woman)	7	4
1 machinist	19	0
1 skirt hand	20	0
1 "	31	0

The foreman in the women's room said that the hours were 8 to 7.30, with 1½ hour for meals. They were not really expected to come before 8.30, after that they were fined 1d. for every 15 minutes of late. Four were fined in the previous week for lateness—3d., 7d., 7d., and 4d. respectively.

The wholesale "shop" trade is not very extensive as yet in Liverpool. The two largest firms do not employ 200 women and girls altogether on their premises. The city, judging by outward appearances, would seem to have a large number of wholesale clothiers, but nearly all the shop work sold by the outlets is bought from manufacturers in other towns.

Witness 332, the manager of one of these factories, showed me over the workrooms. They were not remarkable in any way. Most of the girls employed were Irish. The manager said that they came as earned girls at 2s. 6d. or 3s. a week at first, and then were put to a machine at the same rate for one year, and after that were on piece-work. Cloths were all given out to be made in Jewish workshops. Years were given out to women. There were 200 names altogether on the outworkers' register, serge jackets, shirts, singlets, drawers, alkalin cashcos being also given out. Trousers used to be finished at 3s. to 4s. 6d. the dozen; now the bottom-holes were put in first in the factory, and 2s. 6d. paid instead of 3s. 6d., and 3s. 6d. instead of 4s. 6d. for finishing. For making mokoish trousers right through, the commonest price was 7s. 3d. the dozen, including 3s. 9d. the dozen for machining, and 3s. 6d. for finishing if bottom-holes had to be done by hand. Machine bottom-holes were paid

day wages. The very lowest paid trousers were 6s. the dozen, including 3s. 6d. for machining, 1s. 6d. for finishing, and 1s. for button holes. These were never given to outworkers. Of the trousers to be finished at 2s. 6d. the dozen the women would take on about 8 or 10 at a time, one pair weighed from 3 to 3½ lb. They earned them on their backs or put them in a persimmon.

The hours of work in the factory were from 8 to 6.30; fines used to be exacted for lateness; this was no longer done, but at 9 o'clock the doors were locked. The wage books were shown to me, owing to the way in which the rates were entered in 1892, the same girl appearing more than once according as she was working on cloth, mokoish, or alkalin work. I found it convenient to take a week in December 1891. As, however, it is not advisable to compare the wages given me voluntarily by the heads of firms which could easily be identified, my table of wages includes persons engaged in both forms of clothing, together with those of 25 shirtmakers making ordered shirts, and 12 cap-makers in a small workshop, and is given later on.

The manager of the other clothing firm referred to said that they made ladies' and men's underclothing and alkalin garments. The hours at present were from 8.30 till 7, with 1½ hour for meals, and 8.30 till 5.30 on Monday, they did not work at all on Saturday. The hours used to be from 8 to 8, the reduction of the hours had done no harm. The women did exactly the same amount of work as before. After the new year the hours would be from 8.30 to 6, and 8.30 to 1.30 on Saturday. Here also there was nothing specially noticeable about the factory (or rather workshop, for power was not yet used). It was not quite dirty-looking, but some of the women had already begun to dine. In the houses round there were several elderly women, all either English or Irish. In the coat-room men and women were working together, all the men and some of the girls were Jewish. Several men were machining. All the coat-hands were on day work. The men machinists were paid from 4s. 6d. to 7s. 6d. a day; the women machinists not more than 3s. 6d. a day. They had formerly employed women at 4s. a day, but had found that men at 7s. 6d. were cheaper.

There were 73 names on the outworkers' register; only three of these were masters of workshops, one being a coat shop, one a vest shop, and the third a trouser shop. The rest of the outworkers were all women working at their own homes. The lowest prices ever paid to outworkers were—

	s.	d.
Shirts (made throughout)	1	3 a dozen
Drill trousers	2	4 "
Alkalin "	2	6 "
Cloth "	4	6 "
Drill jackets	3	9 "
Serge "	5	3 "
Cloth waist "	7	6 "

The lowest price they had ever paid was for shirts made for them in a "despicable institution"; the work was very bad and the pay was very low. That would not offer their own outworkers such low pay. But even when they tendered for an order at that rate a private person in East London was able to tender at a lower price.

Amongst home workers that I visited who had worked for various firms, this firm had the best reputation for the prices paid.

As before stated, the following table of wages in the clothing trade only refers to about 200 people.

The earnings of Women and Girls earning

Under 16	16 to 17	17 to 18	18 to 19	19 to 20	20 and upwards
22.1	22.4	19.9	12.6	25.5	3.4

The evidence of 17 outworkers visited in their own homes has been tabulated, as many more were called upon, but were not at home at the time. As in my report on Bristol, I have endeavoured to calculate the rate per hour which, according to the statements of witnesses, could be earned by them if they worked steadily for any length of time. From these rates they

would afterwards have to deduct the cost of savings and machine.

No.	Kind of Work.	Rate of Payment.	Scale per Hour.
454	Jackets (Sleeves and collars)	2 d.	4
457	Single jackets	1 0 each	8
464	" " Dressmaking	2 3 "	24
465	" " "	3 5 "	36
468	" " "	4 6 "	44
469	Trims	1 0 each	5 to 6
472	Men's drawers	1 5 a doz.	7
485	" "	1 5 "	5
479	" "	2 0 "	24
484	Shirts	4 3 "	34
470	" "	5 0 "	36
481	" "	2 2 "	18
"	" "	2 0 "	16
"	" "	2 0 "	32
486	Shirts	1 5 "	18
487	Thimble-binding	2 6 "	8

13. With regard to workshops, the local authorities have taken measures to enforce the provisions of the Factory and Workshop Act, 1891. The system of inspection is, however, different from that in Birmingham, the work being given to one inspector, and not divided among several. The particulars entered in the workshop register, therefore, refer to one district only, and do not admit of tabulation. It is a little startling, however, to note the serious defects in sanitary accommodation to be found in the workshops attached to the fashionable shops in Liverpool, water-closets ventilating into the workrooms being very common. If the managers of workshops require as much pressure, and need as many visits from the sanitary inspector before carrying out instructions, as have been found necessary in this part of Liverpool, the sanitary inspector might fairly be congratulated if he finished his tour of inspection throughout Liverpool within three years.

An account of visits to a few workshops made in company with the sanitary inspector may serve as illustrations of the working of the Act of 1891. At one place, a Jewish tailor's workshop, separate petty accommodation for women had been ordered; the workshop was on the ground floor of a dwelling-house, and was large enough for eight persons to work in it. The room was found quite empty, the man's wife came down, and gave the name and address of a man at whose house he was now working. On inquiry it turned out that he was quite unknown at this place.

At a box workshop the employer had been ordered to have his gine heated in such a position that the fumes would be carried off from the room; it was found that he had fixed the pot against a wall out of which a brick had been taken, but no means had been adopted of

seeing that the fumes should be carried off through this hole. Instructions had also been given for the cleaning of a water-closet and the removal from it of a drinking-water tap. Those instructions had been carried out.

Another box maker had been ordered to improve the condition of the water-closet, and to have the fumes from the gine-pot carried off. The gine-pot had therefore been placed in the fire-place with sufficient cover to secure the removal of fumes, and the arrangement proved satisfactory. The other orders had been carried out, but it was now found that a sink outside the water-closet was choked up with old tea leaves. Here I found that the Factory Abstract was posted up instead of the Workshop Abstract. The employer, who had very recently started in business, said that when he went to buy it at a shop he had not known which abstract to ask for. His hours were entered as 8 to 6, but he said that the girls wanted to go at 5.10, and they therefore only had half an hour for dinner. He was not aware that this arrangement was not permissible.

This was but one instance of many of the incomprehensibility of the Abstract to anyone but a factory inspector.

Another tailor's workshop was on the second floor of a private dwelling-house. There were seven men and four women, all at work, although it was the dinner-hour. One of the girls asked if I was taking down the numbers in the room, and said that one woman, who was mending, was not to be counted, as she had only come up for a few minutes to do an odd job. The women did not, however, leave off working, believing that my interest was confined to sanitary questions, but as soon as I examined the hours on the Abstract they all left off working. Here the employer, a Jew, had been ordered to provide separate accommodation for men and women. To carry this out he had rented the next house in order to secure the exclusive right to use one of the two water-closets hitherto open to the whole court; a new water-closet close to these two had been constructed, which was for the exclusive use of the four women employed in his workshop. The result of the seal for decency in the workshop was therefore that the inmates of four houses in the court now all used one water-closet.

Cards are now to be posted up in the workshops numbering each room, and fixing the maximum number that may be employed in it, on the model of the cards which have to be posted up in the registered common lodging-houses. As, however, the maximum number that can be employed in a room when overtime is worked and gas is burning is considerably less, it would seem desirable that this also should be stated on the card.

Inadvertently a case was mentioned to me of a tailor whose child had died recently of typhoid fever in the same house in which tailoring was being carried on. On application to the sanitary authorities I ascertained that the statement was correct; the facts had been made known to them by the particulars in the death certificate, and the doctor had been asked to explain why he had not reported the illness at once. Ignorance of his obligation to do so was the cause.

The ordinance of shopkeepers, dressmakers, and shop assistants is reserved for another report.

Services of Your Women's Varsity.

Index Number	Persons named	Next of kin.	Occupier of house.	Assessed, assessed in a Day.	Average Payment per Week in ordinary times (all work at hand).	Cost of repairs to be made (all work at hand).	Cost of Service Workman.	Hours per Day	Remarks.
464	Widow and three other sons and a daughter.	Archibald (old man) and daughter.	32 3/4 inch and 40 inch doors.	About 10, together with 10 boxes.	-	14d. in 10.	-	-	Especially such persons, leaving some good for making them, in a day or two, and with the family help, they can do very well. They are a week for house with two daughters, parties, and kitchen, for all the kitchen for 10 or 12 women and two daughter.
467	Married woman and three sons.	Young man (old man) and daughter.	32 3/4 inch and 40 inch doors.	About 10, together with 10 boxes.	-	14d. in 10.	-	-	Referred to in a well-known drawing-room. Said she could do the money that she wanted, but gave me nothing. Used to do the work for another house. She paid her 10 or 12 women, but they are not in the work every day. They are a week for house with two daughters, parties, and kitchen, for all the kitchen for 10 or 12 women and two daughter.
468	Young single woman.	Young man (old man) and daughter.	32 3/4 inch and 40 inch doors.	About 10, together with 10 boxes.	-	14d. in 10.	-	-	Kept with her family at home. Could not stand the men inside the factory. Men will be married. Used to be allowed to keep their own when they were in the factory. But they are not in the work every day. They are a week for house with two daughters, parties, and kitchen, for all the kitchen for 10 or 12 women and two daughter.
469	Young single woman.	Young man (old man) and daughter.	32 3/4 inch and 40 inch doors.	About 10, together with 10 boxes.	-	14d. in 10.	-	-	Kept with her family at home. Could not stand the men inside the factory. Men will be married. Used to be allowed to keep their own when they were in the factory. But they are not in the work every day. They are a week for house with two daughters, parties, and kitchen, for all the kitchen for 10 or 12 women and two daughter.
470	Three sisters married.	Young man (old man) and daughter.	32 3/4 inch and 40 inch doors.	About 10, together with 10 boxes.	-	14d. in 10.	-	-	Kept with her family at home. Could not stand the men inside the factory. Men will be married. Used to be allowed to keep their own when they were in the factory. But they are not in the work every day. They are a week for house with two daughters, parties, and kitchen, for all the kitchen for 10 or 12 women and two daughter.
471	Widow, and three other sons and a daughter.	Archibald (old man) and daughter.	32 3/4 inch and 40 inch doors.	About 10, together with 10 boxes.	-	14d. in 10.	-	-	Kept with her family at home. Could not stand the men inside the factory. Men will be married. Used to be allowed to keep their own when they were in the factory. But they are not in the work every day. They are a week for house with two daughters, parties, and kitchen, for all the kitchen for 10 or 12 women and two daughter.
472	Young single woman.	Young man (old man) and daughter.	32 3/4 inch and 40 inch doors.	About 10, together with 10 boxes.	-	14d. in 10.	-	-	Kept with her family at home. Could not stand the men inside the factory. Men will be married. Used to be allowed to keep their own when they were in the factory. But they are not in the work every day. They are a week for house with two daughters, parties, and kitchen, for all the kitchen for 10 or 12 women and two daughter.
473	Married woman and three sons.	Young man (old man) and daughter.	32 3/4 inch and 40 inch doors.	About 10, together with 10 boxes.	-	14d. in 10.	-	-	Kept with her family at home. Could not stand the men inside the factory. Men will be married. Used to be allowed to keep their own when they were in the factory. But they are not in the work every day. They are a week for house with two daughters, parties, and kitchen, for all the kitchen for 10 or 12 women and two daughter.

II.—MANCHESTER.

Evidence was obtained from 81 persons, including 34 tailors, shirtmakers, umbrella makers, and costume makers, three mantle makers employing others in their workrooms, seven shop assistants, dressmakers, and milliners, three Jewish masters of workshops, 10 managers of shirt, tailoring, coat, underclothing, umbrella, and mantle factories, five health visitors, the Medical Officer of Health, the secretary of the Shirtmakers' Union, managers of houses or clubs for girls, and others.

The conditions of work in textile factories have been described in Miss Abraham's report on Lancashire and Cheshire. My inquiry was therefore limited to the clothing trades in Manchester, with special reference to domestic workshops and home work.

Manchester has a pacific and noteworthy sanitary organisation, the Ladies' Health Society, which works in co-operation with the local sanitary authorities. The working-class localities in the city are divided into districts, to each of which a working woman is assigned as a health visitor; each visitor is under the supervision of a member of the Ladies' Health Society and is expected to visit the houses in her district, to make friends with the women as far as possible, give hints as to sanitary matters, report defective sanitation or infectious illness, give practical aid when necessary to sick persons and to report to her superintendent. Thirteen districts are now under supervision, and the value of the services rendered through the society has received official recognition, half the wages of the visitors being now paid by the sanitary authorities. The information obtained through this medium is so valuable that I give a quotation from the last quarterly return of the Medical Officer of Health:—

"Female district visitors. During the recent quarter the female district visitors, under the joint supervision of the Ladies' Health Society and the Medical Officer of Health, have made 5,864 sanitary visits to poor people, and, in addition, have made 450 special inquiries on behalf of the Medical Officer of Health into cases of infectious disease or of death. On comparing these figures with those given in previous returns it will be noticed that the work of the health visitors appears to have increased enormously during the recent quarter. This increase is actual, however, only in part, and to a certain extent results from the recent adoption of an improved method of book-keeping by which every sanitary visit is recorded on a special form and duly placed to the credit of the health visitor of the district. Under the old system, only those visits were entered where some sanitary defect was detected which needed remedy, or where further attention to a given case was, for some other reason, necessary.

"In the following table an analysis is given of the work of the female health visitors during the last three months:—

District	Special Reports	Visits visited	In each 100 Houses visited, the Number found					Average Health Ratio
			Discharged	Infant	Impaired	Unimpaired	Engaged by	
			at birth	at birth	at birth	at birth	at birth	
1. Ancoats, West	14	330	1	28	30	2	66	45.9
2. Ancoats, North	10	311	1	34	—	1	15	30.7
3. Ancoats, Central	200	1,025	65	54	18	3	5	25.2
4. Ancoats, East	54	365	30	16	0	2	10	30.7
5. Ancoats, East	81	405	14	36	1	1	15	29.2
6. Levens Road	40	718	15	27	2	1	10	24.9
7. Thorncliffe	41	329	5	13	20	1	20	25.3
8. St. George's East	131	428	15	16	21	4	28	35.5
9. St. George's Central	21	123	8	8	46	1	2	29.2
10. Angel Meadow	10	205	21	25	4	1	10	30.9
11. Old Trafford, North	—	—	—	—	—	—	—	—
12. Hailo, West	24	274	1	10	10	4	23	7
13. Hailo, East	—	—	—	—	—	—	—	—
Total	—	5,864	10	33	32	2	15	—

* This district has only just been placed under supervision.

"The last column of the table is not the least interesting of the series. It gives the average annual death rate of the several districts save those which will be similarly treated in future returns. The populations of these areas were ascertained at the census of 1891, and the deaths upon which the annual rates are calculated are those which are known to have occurred in the three years 1888, 1889, and 1890. The rates are based on a fairly extended experience and may therefore be accepted as reliable. On casting the eye down the column it will be seen that, with the single exception of the district of East St. George's, the recorded rates of mortality of the several districts are excessive. In Angel Meadow the rate actually exceeds 5 per cent. per annum of the estimated population. The continuance of such a rate as this for a period of three years over an extensive district in the heart of Manchester is a source of grave anxiety to the Medical Officer of Health.

"The female district visitors of the Ladies' Health Society have made during the recent quarter not fewer than 600 inquiries into cases of infectious sickness or of death on behalf of the Medical Officer of Health.

"The difficulty with respect to language which has long been experienced by our sanitary authority in dealing with the Jewish poor has at length been surmounted. Handbills, printed in Hebrew type, are now distributed amongst the Jewish people, including hints of cleanliness and recommending the observance of sanitary precautions. The people are further warned in language which they can understand, of the penalties they will incur by neglecting the observance of the regulations in force for their sanitary welfare."

The health visitor for Angel Meadow stated that in her district she had never seen across any woman making shirts or tailoring at home. There were two or three umbrella makers working at home. Most of the women went out cleaning; the Irish married women in the place were chiefly hawkers. The girls went to the cotton mills or the cap works, and the very rarely saw them. Many occupiers of houses professed to let furnished rooms, but these were nearly always taken for immoral purposes. In the courts there was generally one closet to three houses, and the closets in each side were generally so placed as to exactly face the door of the opposite house, which was nearly always open. The rents for two-roomed cottages were from 1s 6d to 2s 6d.

The health visitor for West Ancoats said that large numbers of the married women go to the mills; if necessary, they would pay 2s 6d, or someone to look after the baby, and would also pay for their washing to be done by a neighbour. The majority of the girls went to the spinning-mills. Several women did tailoring or shirtmaking at their own homes, and a considerable number made umbrellas at home. The shirt-makers were much poorer than the tailors. The rents were very high, for a two-roomed back-to-back house they would have to pay 4s, a four-roomed house would be 5s 6d. The population was a very "noisy one," constantly changing houses.

The health visitor for South Ancoats only knew nine women in her district doing work at home, of these six were shirtmakers, one was a tailoress, and a "copier," and one made children's frocks. [The health visitor of the adjoining district, East Ancoats, had told her that in the whole district the only known one home worker, a shirtmaker.] Any case of infectious was always reported to the medical officer, and any work being done in the house was taken away and destroyed; notice of the illness being sent to the employer. Some months before she found two shirtmakers, one with five children, the other with three children, who were living together in a two-roomed house when she was sent to them, and found some of the children ill with chicken-pox. The shirts were taken away, the employer informed, and relief was given to the women, and one of the families had to move. There were about 10 courts in her district with only one water-closet to each court.

Most of the women in her district went to the cotton mills.

So far as I could judge from evidence given me, and from personal visitation, the poorest home-workers were to be found in the districts of St. George's Central and Ancoats West, including under the term home-workers persons employed in other persons' homes. A considerable number of small workshops, not domestic, are situated in Sharncliffe and adjoining districts not under the inspection of the Ladies' Health Society.

(2.) Wages and ages in machine-making.

Of the wages in clothing factories, or, as they are called in Manchester, washhouses, some estimate may be formed from the following tables of wages and ages of 444 women and girls:—

Depart-ment	Percentage of Women and Girls earning						
	Under 6s.	6s. to 6s.	6s. to 7s.	7s. to 7s.	7s. to 8s.	8s. to 8s.	8s. and upwards
Cloak	32.5	34.5	25.4	35.9	7.2	1.9	7
Tailors' (mostly males)	29.6	36.8	30.4	9.8	2.8	2.5	12.7
Mantles	11.5	37.1	36.7	12.9	17.3	18.9	3.5
Aprons, gowns, &c.	2.2	9.8	22.1	56.6	22.9	24.6	9.9
Skirt	2.1	20.2	15.7	17.2	18.4	17.9	1.9

Depart-ment	Percentage of Women and Girls					
	Under 15 Years.	15 to 15	15 to 15	15 and upwards	Married	Widowed
Cloak	18.7	37.3	30.7	22.8	13.9	8.3
Tailors' (mostly males)	12.6	36.9	36.6	33.4	15.7	16.8
Mantles	14.2	30.7	30.5	22.8	5.4	9.6
Aprons, gowns, &c.	2.3	9.9	48.8	47.3	7.3	7.1
Skirt	14.1	37.7	32.6	35.8	—	—

In all departments taken together we have the following results:—

Percentage of Women and Girls earning						
Under 6s.	6s. to 6s.	6s. to 7s.	7s. to 7s.	7s. to 8s.	8s. to 8s.	8s. and upwards
15.8	17.9	30.9	18.6	17.3	22.5	4.9

Percentage of Women and Girls			
Under 15 Years.	15 to 15	15 to 15	15 and upwards.
14.1	37.7	35.4	32.6

(3.) Machine-making.

The wages in another mantle factory were also taken from the books, but no census of ages was obtained.

(4.) In the factory.

Two weeks were chosen, the total wage in one week in October being half as much again as in the one in August selected as average; the increased wage total was distributed in October amongst a larger number. The class of work done was, I believe, higher than in the mantle department, of which wages have been given above:—

	Percentage of Women and Girls earning						
	Under 6s.	6s. to 6s.	6s. to 7s.	7s. to 7s.	7s. to 8s.	8s. to 8s.	8s. and upwards
Average work	12.7	30.1	9.4	12.7	17.9	38.3	22.7
Maximum work	7.6	21.2	17.2	17.9	18.2	21.6	16.0

Here I was able to take the wages of machineists and finishers separately and compare them:—

	Percentage of Machineists earning						
	Under 6s.	6s. to 6s.	6s. to 7s.	7s. to 7s.	7s. to 8s.	8s. to 8s.	8s. and upwards
Machineists (average work)	35.5	19.1	—	11.6	25.6	22.9	11.4
Machineists (maximum work)	9.8	7.7	7.1	7.7	33.1	31.5	34.9
Finishers (average work)	15.9	11.9	28.9	12.2	38.6	2.9	11.7
Finishers (maximum work)	4.7	4.7	29.4	21.6	27.3	13.7	12.9

The number of finishers employed increased in a greater ratio than the number of machineists.

London, Manchester, and Leeds appear to be the only seats of the mantle-making trade, the greater proportion of better class mantles being supplied by Germany.

Witness 516, manager of the mantle-making department, of which the wages are given in the last table of wages, said that the trade was very slack from about the third week in November to the end of December, and again from the third week in May to the end of June. Looking through the books, I noted that one woman (married) earned over 20s. for 12 weeks and under 10s. for 3 weeks since January 1st. Another married woman during that time earned over 18s. for nine weeks and under 10s. for seven weeks. A woman prisoner averaged 16s. a week throughout the year, and another from 10s. to 11s. The last settler earned 22s. weekly. That firm gave no mantlework to outworkers.

Witness 584, manager of the firm of mantle-makers to which the second table of wages of mantle-makers refers, said that in slack time the total wages fell to about one-half of what they were in the busy season. They never closed, but worked three-quarters time when slack. The outworkers suffered most, as he kept his own machinery going as long as he could, and the slackness fell on them first. These women worked for him outside, and employed others, unless they did so it would not be worth while to take the work out, as profit could only be made by self-division of labour. He gave them a commensurate class of mantles at the same rate as would be paid inside wherever such work was done inside. He had employed labour in London, and considered that the rate of wages was slightly lower there than in Manchester. In Berlin mantles were made by men, and in some parts of London, in Islington in particular, they were made to some extent by Jews.

He engaged girls straight from school, gave them nothing for six months, and then 1s. a week if they were kept on, in her second year a learner would be an piecework. He never employed people who "only wanted to add to their income"; he preferred people who wanted to earn good wages. The "pocket money" people were the most firebrand of all, they always considered themselves unfairly and impudently treated by the forewoman, and were sure that their work was beautiful.

The total hours of work were 8 30 to 7, with 1½ hours for meals, and 8 30 to 1 on Saturday, with 1½ minutes for lunch. At the present time they were slack, and only worked from 8.45 to 5. Many of the girls when I passed through the room were waiting for work, and were spending their time in reading papers and books or crocheting.

The forewoman stated that no fines were imposed, if more than 15 minutes late, girls were locked out until noon. A dining-room was provided, and a woman to cook whatever they brought; the foreman paid 1d. a week for the use of this, the machineists did not, as they paid 3d. in the 1s. for steam power.

Witness 532, another wholesale mantle maker, not much inclined to give information, said that he employed about 60 girls in the warehouse. On his outwork register were 33 names; of these outworkers

some were no longer employed by him, but all those whom he did employ, employed several others. Most of his work was done outside in this way, as he found it less trouble. Only one Jew worked for him, but several women.

Witness 557, a woman employing several girls in manglemaking, in a workshop in a private house, was doing no work when I called. In the season she employed 12 hands, but trade was so slack in December that she had nothing to do. The workshop abstract was posted up and filled in correctly.

Witness 558 said that his mother, herself, and two sisters made mantles. They took the work out from several workmen, and another sister went backwards and forwards with the work. There were three machines in the room, which was a sitting room at the back of an empty shop, the room was decidedly dirty and the girls very un tidy. They said they frequently worked until 10 p.m. or later, but were not very punctual in the morning.

Witness 559 had a mantle workshop on the second floor of a private house. There were six machines in the room, one a button-biting machine, which she had only had a short time. Owing to slackness she had no work. When busy she employed six or seven girls. She used to work by herself; the poorest pay she ever had was 5d. for children's mantles; she could do seven to eight of these in a day, making 3s. a day, from which about 2d. would go for thread. She had no children, and thought she might as well occupy herself by employing workmen. Her husband earned good wages, and the machines were her own property. Her workmen were on piece-work, one was a widow, the others were unmarried. When slack one season some time ago she made children's costumes, but could not make so much money on them as on mantles. She herself was very quick, and on the best work could make from 4s. to 5s. a day by herself. She never settled the rate of pay by the time it took her to do the work, but generously gave a new garment to a fairly quick worker earning about 12s. a week, and if she finished it in a certain number of hours paid at the rate of 3d. for each of those hours, so that inferior workers would make about 2d. an hour on it. Her workshop was not registered, and she did not know that registration was obligatory or that she was liable to inspection. The workshop was very clean.

Witness 562 said that she had not employed more than 14 hands this year, as the mantle trade had been so slack. At one time she employed 20 to 25, but at the time of my visit only four girls were at work. The workshop was large and lofty, and had been built for a joiner's shop. Her machines were supplied by the employer who gave her the work to her, and the rent paid by him also, but it was deducted from what she earned. When asked if she paid rent when she had no work from him, she replied that that was a point she still had to settle with him. No profit could be made on the work without subdivision of labour.

Only one of these women gave information at all willingly.

Witness 560 said that her daughters thought they would like to make mantles at home with her, and she therefore went to Witness 558 and asked him to give her work. He said that unless she had 10 machines it would be of no use; he never gave out work except to large quantities. She refused to be a "sewer," to grand other women down.

Many of the mantle workshops are in rooms in the city in buildings constructed for offices or workshops. This is necessary in order to be close to the warehouse, and from which large quantities of work have to be taken. Of the wages earned by girls employed by these workmen in the mantle trade I have practically no information. The condition of the rooms, however, is probably far enough on the whole. This cannot be said of the small workshops in which umbrellas are being made, principally for the export trade.

The skilled umbrella makers can earn good wages as wages go. Witness 569, manager of the umbrella department in a clothing factory, said that he employed 14 women and girls, six to machine the covers and 10 to "finish"; of these two were married women and two were widows. Leaves were run errands for 14 months, and were then put to finishing. Here an opportunity was afforded me of comparing the wages earned in an

average week with the average wages earned per week throughout the previous year.

	Number of Women and Girls earning						
	Under 10	10 to 12	12 to 14	14 to 16	16 to 18	18 to 20	20 to 25
Ordinary week, 1890.	1	0	0	2	4	3	1
Average for 1891.	4	1	1	7	4	3	—

Two out-workers, both married women, were employed occasionally.

This was too small a department to be representative of the large umbrella makers in Manchester, but I was obliged to confine my attention to umbrella makers working in their own homes or in workshops.

Witness 563, an umbrella maker, was working with her three daughters, all under 18, and two other women. They were sitting on old boxes in a rather dirty room. The Workshop Abstract was on the wall, but the hours were not filled in. She asked me to fill up the form for her, the hours being 8.0 to 8.0. When asked what time was to be put down as the ten half-hour she said they were never particular about their tea, but went over the way for it one at a time. She did not live there; she rented the room as a workshop, and her mother lived in the room above. She was making what she called "bottle" cloth umbrellas for export to Calcutta, at 1s. the dozen. These machines were being used, and she said that a woman would have to be a very quick worker who could make two dozen a day by herself.

Another umbrella maker, witness 545, was only taking out the work in order to buy a sewing-machine. She said that she did her washing on Monday, and her ironing on Tuesday, and on Tuesday evening finished two dozen umbrellas at 1s. 6d. the dozen, her sister and another woman came in on Wednesday to help her; she paid the women 8d., her sister 6d., and cotton and 3d., with the remainder she was buying her sewing machine, and would leave off work altogether as soon as she had paid for it. She lived in a four-roomed house and had seven children.

Witness 547, a man, employed women in workrooms in what seemed to be two very small dwelling-houses run into one. In a room made by reserving the partition between the two houses were about 20 women making umbrellas. The room was overcrowded, was heated by two large fires, and was excessively dirty. They failed to find the Workshop Abstract at first, but eventually discovered a very dirty one in a lumber room downstairs, and occasionally in the passage. This abstract had been put up in 1887 and had been filled up wrong, the hours being put down as 8.0 to 8.30. The place was decidedly in need of inspection.

Witness 575, working at home, said that her niece, a young girl, assisted her and finished the work to and from the warehouse. The girl worked from 8.0 to 7.0. Witness was a married wife with one child to support. She used to work in an umbrella warehouse, and earned 15s. a week standing wages. She took out her best paid work from the firm still. When slack, as at present, she worked for shipping orders; she was then doing umbrellas at 1s. a dozen, and could machine and finish a dozen by herself in something over three hours. The two together could finish the dozen in two hours. In the previous week, a very slack one, she earned altogether over 11s., and had to spend 8d. in cotton. In the busy season, without any assistance, she had six times earned over 50s. working very hard. She had had one month with no work at all this year. She rented a four-roomed house at 1s. 6d. a week, and let off one room at 2s. a week.

The evidence of four other umbrella makers is given in the tabulated evidence of home workers.

In the table of wages given on page 76, it will be observed that the percentages in the ready-made tailoring department, earning between 10s. and 12s., are very small, while that above 18s. is large. The high wages were earned principally by the women making the muslinose gowns.

Witness 568, the master of a Jewish workshop on the second floor of his dwelling-house, was making coats and vests, and employed three girls, five men who machined, two men who pressed, one wife for sewing,

(a) Ready-made tailoring.

and one learner. The girls did button-holing and sewing, but no machining. In a full week the button-holer would earn 12s and the filler 8s. The learners were 8s to 10s on ordinary days, 8s to 4s on Sunday. According to his overtime list, he had worked overtime five nights in the last two months. He said that they sometimes worked on Sunday, but never on Saturday. The workshop was quite clean.

The women in the workshop measured by witness 122, a Jewish tailor, had already gone when I called, as on Fridays they generally left at 3.30, the men were preparing to go away, and the tailor's wife was finishing some work. They said that they sometimes worked on Sunday, but not on Saturday. Their button-holer was a very good worker, and occasionally earned 30s, the rest before she earned 21s 9d. The filler earned from 12s and 15s up to 18s, and paid her husband 15s out of that. The workshop was on the first floor of the dwelling-house. The floor was extremely dirty. The wife showed me her drawing-room and parlour, and said they paid 25s a year for the house, which had seven rooms. She came to Manchester from Poland 25 years ago. When she married she went to live at White-chapel. After Manchester, the living-rooms there seemed crowded and dirty. Polish people would not have noticed anything objectionable, but she had become used to a more wholesome way of living, and was very glad to return to Manchester.

Witness 121, a tailoress, said she worked for a Jew who had a room at the back of the shop of an oddities, from whom he took work. He and his wife both worked, and employed six men and 16 girls. She herself, eight other girls, and one man machined. She had been there five years. She began by machining shirtings, and was paid nothing the first three months; 2s 6d the next three months, and was earning 7s 6d at the end of the first year. She now earned 9s a week, and was 18 years of age. The hours of work were from 7.0 to 7.0 on ordinary days, with half-an-hour for breakfast and an hour for dinner, from 6.0 to 6.0 on Fridays, and from 6.0 to 8.0 on Saturdays. One of the girls was a Jewess, and she worked thirteen Sundays. She did not know what the others were paid. She would have to wait for a rise to be offered, it would be no use asking for one. They were allowed five minutes' grace, then, if late 10 minutes more, they would be locked out until nine o'clock. Then, instead of having money deducted, they would, if busy, have to work 15 hours overtime without pay. She was paid 6d for 1½ hour overtime. There were no married women at the workshops except the wife of her employer, who did "finishing." There was separate sanitary accommodation for men and women, and the girls took it in turn to clean the place. The Alphabet was posted up, and she had seen the factory inspector there three years ago.

The evidence of seven tailoresses working at home is given in the tabulated evidence of home workers.

There are more home-workers to be found in the shirt-making industry in Manchester than in any other, and if we take into account the large numbers employed in it, it is doubtful whether in any other earnings are so low. If the table of earnings in the shirt factory given in page 12 be studied, together with the table of ages, and if it be assumed (a purely hypothetical assumption) that the older heads earn the highest wages, it will be found that 2s per cent. of girls between 18 and 25 years of age only earned from 8s to 12s. Home workers, even though paid at the same rate, would have to pay for cotton, and in most cases for the hire of a sewing machine, and would not have the advantage of working with the aid of power. Even home workers who have previously worked in the factory, and have therefore learnt to work steadily and efficiently, would earn considerably less than those in the factory, but the large proportion of shirt-makers who have merely taken to the work after marriage, or in consequence of special circumstances at later life, are in a far worse position. In age respect, however, matters have improved of recent years. The number of married women attempting to earn bread by shirt-making alone is much reduced owing to the use of the

button-holing machine in the shirt-factories; and the machinist working at home is never in quite so bad a position as the finisher working at home. The button-hole work done by the one home-worker whom I found doing finishing only was marvellously bad, but even on such work I found it difficult to believe that she could make 72 button-holes, and sew on 72 buttons in slightly over one hour, more especially as she stated that 2s 8d was the highest she ever earned in a week (she tabulated evidence of home workers, No. 514). This woman was paid 21d the dozen for finishing shirts, so matter how many buttons and holes had to be put in, she did the work for a man who took out work from a wholesale house, made some of the shirts in his own workroom, and gave out the rest. Some idea of the low rate paid by this man, as compared with rates in the warehouses, may be obtained from the evidence of Witness 125, a girl of 14, who said she had been five months at a shirt-machine. She was a learner, and was paid 2s a dozen shirts, no matter how many buttons were required, but did not have to do any button-holes. The highest she had ever earned was 8s 3d, her ordinary earnings were about 7s, and in slack times she would earn about 4s 6d or 5s. She would be taught machining shortly. Her hours were from 8.30 to 6, with one hour for dinner.

The secretary of the Shirt Makers' Union stated that a man in Gorton had a workroom for which he paid 6d a week. He took out work from Manchester, and employed women at Gorton. He employed women and made them pay him 1d for rent and 1d for fire; they had to buy their cotton from him at 1½d more for two oops than they would be charged in a retail shop in Manchester, and also paid 1s a week for the use of the machine, so matter how slack work might be. They were essentially buying the machines on the hire system, but were never employed regularly or long enough ever to become the owners. Besides all these deductions he only paid them 7d a dozen for work for which a firm for which she had worked paid 1s a dozen.

Fully detailed accounts of the private circumstances of the shirt makers working at home will be found in the tabulated evidence.

The shirts thus made are of the commonest description. Shirtmakers who make ordered work are not worse paid than women usually are. But the Manchester ready-made shirt maker has to compete with the Irish shirtmaker, and the wages of the Irish shirt-makers are said to be very low.

Witness 117, who was making children's frocks at home for a warehouse, said that she did not know what price she would be paid for them until she took them back. She did not state the name of her employer.

Witness 119, who had worked for several years as a shirtmaker, afterwards worked in a firm which gave out underclothing and children's frocks, she stated that she never knew what price would be paid for her work until she had taken it back. The daughter of this witness worked in the warehouse for another firm of the same kind, crochets making over 6s a week wages was stopped 6d a week for use of steam power, water, &c., and they also had to pay for their own cotton.

The secretary of the Shirt Makers' Union said there were not at present 100 (nominal) members. At one time there were 200. She attributed their failure in great part to the difficulty of collecting money. The collectors were often afraid to do it in the factories owing to the disapproval of the managers, and one girl would often go and tell the foreman or forewoman about another girl belonging to the Union. The Shirt Makers' Union was the only women's union in the clothing trade at the time of my visit, but efforts were being made to organise new trade societies.

I am, Sir,
Your obedient servant,
CHARA E. CHASE.

Read and approved,
ELIZA ORR

(1) The
Shirt
Makers'
Union

DYNAMICS OF FLOWS WORKING VOLUMES.

[illegible]

Common or Horn Wounded Vireos—confined.

[illegible]

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS CLARA E. COLLET,
(LADY ASSISTANT COMMISSIONER),

ON THE

CONDITIONS OF EMPLOYMENT OF SHOP ASSISTANTS,
MILLINERS, DRESSMAKERS, AND MANTLEMAKERS
IN PROVINCIAL TOWNS,

AND

OF WORKERS IN CERTAIN MISCELLANEOUS TRADES
IN LONDON.

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THE EMPLOYMENT OF WOMEN.

To GEORGEY DRAKE, Esq., Secretary,
Royal Commission on Labour.

808. 22nd February 1893.

I have the honour to present to you my report on the conditions of employment of shop assistants, milliners, dressmakers, and mantlemakers in provincial towns, and also a further report on the conditions of employment of women in certain miscellaneous industries in London.

L.—SHOP ASSISTANTS.

Evidence has been obtained from 19 shop assistants on the understanding that it shall not be used in such a manner as to lead to identification of the witnesses. The smallness of the number interviewed is to some extent balanced by the range of their experience, for these 19 witnesses have altogether been in 63 situations. Although their evidence was taken in four towns only, they had served in shops in Bristol and Oxford, Weymouth, Bridgewater, Kingwood, Weston-super-Mare, Leicester, Hastings, Warwick, Birmingham, Liverpool, Manchester, Sheffield, Richmond (Yorkshire), Linton, Bolton, Loughton, Bessard, Hull, and London. This tendency to move from situation to situation seemed to be partly due to anxiety to obtain more experience in their business, partly to the desire for higher wages or shorter hours, and partly to weariness and illness making an interval of rest or change of air and surroundings compulsory.

The hours of opening and closing were not always given me with regard to situations held some time before. In 48 cases, however, the hours of work, including time for dinner and tea, were:—

74 hours and upwards	3 cases.
70 to 74 hours	10 " (hours shorter in winter in 2 cases.)
65 to 70 "	18 " (hours shorter in winter in 4 cases.)
60 to 65 "	10 " (hours shorter in winter in 1 case.)
55 to 60 "	6 " (hours shorter in winter in 1 case.)
50 to 55 "	1 case.
Under 50 "	0 "
Total	48 cases.

The Shop Hours Regulation Act, which limits the hours of young persons to 74 hours per week, inclusive of meal times, may have created an impression that anything under this limit is reasonable for adults. This, so far as my evidence goes, seems to be very far from the truth. A table of the hours actually worked, the time allowed for dinner and tea being deducted, makes it possible to compare the hours of these shop assistants with those of persons under the *Factory and Workshop Acts*.

The hours of work, including time for dinner and tea, were:—

70 to 74 hours	2 cases.
65 to 70 "	8 "
60 to 65 "	15 " (hours shorter in winter in 4 cases.)
55 to 60 "	19 " (hours shorter in winter in 1 case.)
50 to 55 "	11 "
Under 50 "	2 "
Total	47 cases.

The total hours of work permitted in textile factories are 56½ per week; in non-textile factories they are 60, but in hardly a single case in my inquiries have I come across one in which over 55 hours are worked, 50 to 54½ hours being the rule. In dressmaking and tailors' workshops 56½ hours are frequently worked, but only during a season and the slack time in both these trades, although a great cause of grievance so far as wages are concerned, give opportunities for

rest never afforded in shops. Overtime in the work-shops has its counterpart in the time spent in the shop after closing time, not included in the above statement of hours. The idea that a shop assistant's work is less arduous than that of persons in factories seems also to be erroneous.

The longest hours of which evidence was given were in a small shop where wools, shins, telecos, snuff, &c. were sold. The shop belonged to a widow, who was helped by her daughter and one assistant. This assistant was 15 when she took the situation, and stayed three years. Her hours were from 8.30 to 8.30 on ordinary days, and until midnight on Saturdays, without any short day until the third year, when she was allowed to go at 8.30 once a week. She had to sleep at the place on Saturday night, and on Sunday had to clean the shop, put it in order, and dress the window for Monday. She often stayed up until 2 a.m. in order to have it over. She had no holidays during the three years except the afternoons of bank holidays. She was allowed barely 20 minutes for dinner, and was often called away from it, and had only just time to swallow her tea. She was paid 4s. 6d. a week and dinner and tea the first year, which was raised to 5s. a week the second year, and 5s. 3d. the third year. The food was good.

The next case was that of a milliner who also served as shop assistant. Only two apprentices and herself were employed. Her hours were from 8.30 a.m. to 9 or 9.30 p.m., and until after 10 p.m. on Saturdays. She did not live on the premises, and was allowed a full hour for dinner and half an hour for tea. She was fixed if late, but was never paid extra for staying late.

In one case the hours were from 9 to 7 in winter and 9 to 8, and 9 to 5 on Saturdays in summer or on ordinary days. This was an improvement on previous conditions. Three years before there had been no short day. On Saturdays the shop assistants often stayed until 10 or 10.30 p.m. Besides the later hours of closing in summer, there was here an extra pressure after closing, as the girls had to stay to "mark off," a large number of new goods being brought in. In ordinary times it was usual to stay half an hour after closing time to put things straight. Naturally they had half an hour for dinner, but in fact the first party generally finished in less than 15 minutes, in order to make way in time for the second party. Half an hour was allowed for tea, but they were constantly called away from it, and the tea was left to get cold. In the rush in summer the girls got perfectly worn out, and were much too tired to be able to enjoy their Sunday holiday or to do anything but lie in bed in the morning. There were no seats. Many of the girls complained of pains and swollen legs, and in summer there was scarcely a day that one girl or other was not ill.

In one shop the hours were 8 to 8 on ordinary days, 8 to 2 on Wednesdays, and 8 to 10.30 on Saturdays. The girls rarely finished "straightening up" before 9 p.m., and the evenings before bank holidays they were kept so late that they often did not finish putting things straight until 1 o'clock in the morning. They were only allowed 15 minutes for dinner and 15 minutes for tea. On Saturdays they had a cup of coffee at 9 o'clock, and nothing more after that. One girl there when witness first went died afterwards of a decline brought on by overwork.

Another case of long hours was that of a month-maker who also served as a shop assistant and lived on the premises. Her hours were 8.30 to 8, and until 11 on Saturdays. She was allowed only 15 minutes for dinner, and even then was liable to interruption; tea had to be taken within 10 minutes. She found it a very hard place, and was frequently ill; her parents paid her doctor's bills.

In tabulating particulars of wages the evidence of two milliners serving as shop assistants has been omitted as belonging rather to the section of the report relating to dressmakers and mantlemakers. One witness gave no information about her salary.

One witness, who did not give me dates with sufficient exactness for her evidence to be inserted in the preceding table, had been a shop assistant for considerably more than 20 years. Before her marriage she had "lived in" at a shop where her salary began at 25s., went about 22s. from premiums; when she left to be married she was earning 40s. and about the same amount by premiums. When left a widow she had taken a situation at 15s. a week with premiums, and lived at home, and at this place she was now making 25s. to 27s. a week altogether, and was given her dinner and tea; the actual hours of work were 55 per week.

It is noticeable in this table that although in their first year certainly seven and possibly nine out of the 14 witnesses worked over 60 hours exclusive of meal times, at the present time only three were working over 48 hours, and of these one had formerly worked 72 hours and was now working 63; one had formerly worked 67 hours and now 63, and the third, now working 63½, had worked 45 hours in her first place.

In one case a shop assistant was working as a milliner only for four years, and her hours therefore were increased when she also served in the shop. In every other case the hours worked at the present time are shorter than those worked in previous years, except in one case, where they are the same, 54½.

This reduction of hours in the cases of individuals cannot be wholly put down to a reduction of hours in shops, although in two instances this was the case. It seems rather due to the tendency of shop assistants with ambition to improve their condition to leave the shops in the poorer districts where longer hours are worked, and to go to shops in richer class districts, where hours are shorter. And it must also be taken into account that those working long hours are most inaccessible, from the very fact that they have no time to go to social meetings and have less courage to complain.

The salaries given in the table include the amount earned by premiums in addition to fixed salary. In the case of two witnesses the salary does not rise uninterruptedly. In one case the fall from 46s. to 26s. was due to the witness' breaking down in health and being obliged in consequence to take an easy place for a year at the seaside. In the other case the fall was due to the difficulty of finding an understated what amount could be earned by premiums. There was no fall in the fixed salary, but the premiums came to less than had been expected.

The fortnight's holiday with pay, common in the London shops, was by no means the rule in the north of England, where "living in" seems less common for women than in the south. Where the shop assistants were not resident on premises of the employer, only one week's holiday was given, and in one very large establishment not so much as this, according to the evidence of a shop assistant. The employer here stated that a week's holiday was given; but the witness referred to stated that, if there one year, assistants had two days' holiday; if two years, three days; if three years, four days; and if there five years, five days, and by petition Saturday had been added so well in the latter case.

Breaks were only provided in three cases, except, of course, in the showrooms.

In those cases in which board was not given one hour and a half was generally allowed for dinner and tea, except in two cases. Where board was given 30 minutes or less were allowed for dinner, and from 15 to 30 minutes for tea. It must be remembered that in the case of shop assistants living on the premises there is no additional time in the evening to compensate for a light lunch in the middle of the day, and that those who attempt to eat a good dinner in the very short time allowed for it are liable to indigestion.

One witness living on the premises said she did not consider the meals good, they never had more than one vegetable, to wit a week they had lent or pudding, and then always had cold meat. They only had bread and butter for breakfast and 30s. she could not keep strong on that, and spent a good part of her income in buying eggs and bacon and cocoa for the evening.

Another witness, who had breakfast and supper at home, and the food provided at the shop was very good, they had hot roast or boiled meat every other day, and pudding on "old meat days." At another place where she knew the girls very well, they said the food was very bad; most of them lived on the premises, and several used to send out for biscuits, because they could not eat the food provided.

Another witness, living on the premises, said she had not so cooked nicely, and was therefore miserable.

Another witness, who had been in a place where dinner and tea were provided at the shop, and breakfast and supper at a house rented for the shop assistants, said that at the shop the food was badly cooked and badly served, and the butter was rancid. At the house the living was good; they had bread and cheese and ale or milk for supper, only bread and butter for breakfast; but few houses gave anything more than that. In another place she had had every day, and as second vegetable and rarely plenty of any kind. In one house the living was very good; there she always had ham or poiridge for breakfast.

A fifth witness living on the premises said that for breakfast, tea, and supper they always had bread and marmalade. The girls used to send out for extras, and spent a large share of their very small salaries on food.

A sixth witness said that in one place the food was wholesome, but they only had bread, butter, and tea for breakfast and tea, and bread, butter, and water for supper. The girls spent a great deal of money in buying extras. In her present situation she went out for dinner; several of the girls only had a cup of tea and a bun, and said they could not afford more. They lived with their parents, and would have a good meal in the evening.

The following bills of food were given by other witnesses, with comments—

(1) Monday.	Cold beef and potatoes badly cooked
Tuesday.	Hot "
Wednesday.	Stewed rabbit "
Thursday.	Cold head or ham "
	and rice pudding
Friday.	Kippers, or some other fish
Saturday.	Hot beef (potatoes omitted) "

The tea was like water, and the bread and butter was dirty.

(2) Monday.	Cold beef and ham	well cooked.
	and potatoes.	
Tuesday.	Hot mutton and potatoes.	"
Wednesday.	Hot beef	"
Thursday.	Stew	"
Friday.	Hot beef	"
Saturday.	Cold or hot meat	"

(3) Monday.	Hot roast beef, potatoes, another vegetable, and cheese.
Tuesday.	Cold roast beef, potatoes, pudding.
Wednesday.	Hot mutton
Thursday.	Hot mutton
Friday.	Hot beef

It was "everything beef"; the meat lived on the premises, so the secondary was even worse for them. She herself ate nothing on Monday and Friday.

(4) Monday.	Hot beef and potatoes.
Tuesday.	Cold " and rice
	pudding
Wednesday.	Potatoes and
Thursday.	Roast mutton
Friday.	Cold " and rice
	pudding

Very plain, but eatable; a girl, if in sound health, could enjoy her meals.

(5) Monday.	Roast beef, potatoes, perhaps another vegetable, cheese.
Tuesday.	Cold beef, vegetables, pudding, cheese.
Wednesday.	Roast mutton (or pork), vegetables, cheese.
Thursday.	Cold " vegetables, pudding, cheese
Friday.	Fish and hot boiled beef, vegetables, cheese.
Saturday.	Cold meat, vegetables, pudding, cheese
Sunday.	Cold dinner in summer, hot in winter

It is obvious that there must be considerable difficulty in ascertaining whether the terms offered are really advantageous, on account of the uncertainty as to the amount of premiums and the quantity and quality of food, this is especially the case when the terms are arranged by correspondence. The disadvantage at which the shop assistant is placed in making the bargain is increased by the reserve maintained by shop assistants as to their earnings, in some cases silence on the subject being compulsory. In the dining-rooms of one shop which I went through, notices were posted up that assistants who concealed their own interests, especially those with high salaries, would refrain from talking about their salaries.

In a few shops a week's notice to leave, and, in some cases, a month's notice was given, but in the majority

of seven a moment's notice was the rule. No wages are in the latter case paid in lieu of notice, and the only provision to secure that they shall not be absolutely penniless when they leave, is the retention by the employer of the first week or fortnight's wages, which are paid to them on dismissal. The master of a house said that in one case a shop assistant who came to her was unable to obtain even this from her former employer. The power to dismiss at a moment's notice is not strictly reserved for gross offences, but seems to be frequently exercised on most trivial grounds. In one shop six girls were dismissed on Christmas Eve without any reason being assigned, and with no extra pay. Another girl had gone home for her holiday, more than 100 miles away from the place where she was engaged, and, at the end of the week received her money and notice not to come back, her clothes were packed and sent on to her. The girls were allowed to buy things in the shop and have them entered during the month, and then, not expecting to have notice given them, might be only just out of debt when dismissed.

At another shop, one girl was dismissed because, having said she did not want any gravy at dinner, when it was put on her plate she left the table and went to the center. At another shop a girl was dismissed immediately after her return from a holiday, her home being at a great distance. At another place five girls and four men were dismissed on Saturday afternoon, none of whom had homes in the town, although they had enough money to pay for a temporary lodging.

The living accommodation, as might be expected, varies in comfort in different houses. In one house it was described as comfortable enough; there were eight sleeping in separate beds in one large room, but the girls suffered from the want of ventilation. My informant suffered from headache because some of the girls refused to have the window open at night, even in summer.

In a second shop the bedrooms were not comfortable. The girls had to sleep two in a bed, and had no chance about their sleeping companion. Four jammers slept in one room, and two seniors in one room.

In a third shop the bedroom accommodation was very good; some had separate bedrooms, if three or four slept in the same room, they had separate beds and a large room. A sitting-room and a music room were provided, and two little sitting-rooms for the seniors.

In a fourth shop the sleeping arrangements were very bad, six people had to sleep two in a bed in one small room. The witness was obliged to consult a doctor, who attributed her illness to foul air.

In one shop which I visited all the beds were single beds. A few rooms had only one bed in each. A sheet of drawers was always provided, but not always a wash-stand, as the majority went to the wash-house, a good-sized place fitted up for the purpose. In most of the rooms there were two beds, and in a few there were three beds. Only one room had a fireplace. The windows were not ash windows, but French windows, and therefore less likely to be opened at night. Beds were at the top of the doors for ventilation. Two chests of drawers were provided whenever three persons shared one room; and in all the rooms high shelves were placed all round the room, with pegs underneath on which dresses could be hung. The rooms were carpeted and the walls papered. The occupants of the bedrooms were allowed to decorate their rooms as they pleased. The sitting-room seemed very small for the number to be accommodated; a piano was provided.

In another house the sitting-room was fairly large, but not large enough for all the residents to use it. Downstairs was a very large dining-room, with a piano at one end, and the room was frequently used in the evening for a dance.

The bedrooms were furnished with single beds, some having six, some five, and some only two or three beds in the room. No wash-stands were provided, all the residents washing in the lavatories. In one four-bedded room there was one chest of drawers, and one room in which to hang up dresses; in a six-bedded room there were three chests of drawers and two dress-recesses. A nail was put up for pictures, which the girls were forbidden to hang on the wall. All decoration was discouraged, and the rooms had none of the homelike appearance of those in the house described above.

The manager who showed me over the rooms had himself been a shop assistant in several shops. He considered that from what he knew of the facts, sanitary inspection of shops and of living accommodation was most desirable.

The house arrangements vary. In one shop the residents paid 2s. a month for the library, doctor, and host cleaning. A piano and sitting room were provided. At another, 2s. a month was paid for the library and host cleaning. At another, the girls made their beds as soon as they got up, dusted their rooms and blacked their boots; they hired a piano and paid 6d. a month each for it. At another, 5s. 6d. a month was paid for host blacking, piano, library, bath, and "premium sheets"; the girls made their beds themselves before going down. At another house 6d. a month was charged for the sitting-room, piano, and library; boots were blacked without payment, and the assistants only made their own beds on Sundays. At one house, the assistants had to leave an address behind when they went out and a watch keeper at the door took the time when they came back. They had to be back by midnight on Saturdays and by 10.30 on other days, and these rules were mentioned as a good feature of the place tending to secure a good reputation for it. In another house the girls made their own beds on Sundays; they always cleaned their own boots, the men paid the porter to clean theirs. Doors were closed at 11 o'clock. A house doctor used to be in attendance but the girls preferred to choose their own. In another place the girls made their own beds before going down and blacked their own boots. The house was closed at 11.30 on Saturdays and at 11 on other nights. The assistants were fined 1s. if five minutes late and shut out if 15 minutes late. At another place the assistants were expected to be home by 10 o'clock, and were fined 6d. if later than that, 1s. if 30 minutes late, and 2s. 6d. if after 11 o'clock. The witnesses did not consider these fines objectionable. Here they were fined 1s. if they went into the kitchen. Four assistants slept in a double-bedded room, if they went to bed at different times and the last one who went to bed forgot to turn off the gas, they were all fined 6d. each. This fine was considered a very unjust one.

The rules in the shop itself are, however, much more trying in many cases. One witness said that altogether there were about 40 fines at one shop in which the bed served; she herself was not often fined more than 6d. in a month, but several of the others lost quite 1s. at that time by fines. The fines were always deducted from the premiums. A second witness said that in one shop the fines were not very strict, and were only exacted for mistakes in bills. The manager in a third shop said there were 17 cases in which a fine of 6d. might be deducted, but these were rarely enforced; a fine of 2s. for error in making out the slip was strictly enforced. A fourth witness said that if more than 20 minutes late they were fined 1d. for every 10 minutes, including the first 20 minutes; they would be fined 6d. for sending out a parcel with a wrong address. She herself lost very little by fines. At this place girls were constantly being dismissed at a minute's notice, and it is probable from other evidence that unusual severity of treatment made fines less necessary. A fifth witness was fined 6d. if not punctual to the minute; fines were deducted from premiums and as hers were very small, never exceeding 1s. 6d. in the lowest week, her fines sometimes exceeded her premiums. Anyone who left the counter on account of illness was fined for absence. A sixth witness said that at one place she was not often fined, but she dared not let a customer go without buying anything. As her present place there was a great many fines, but she did not consider she lost much in that way, only about 1s. to 1s. 8d. a month. A seventh witness said that at one place there were fines for mistakes in returning and also fines for laziness; but the latter were not often lost because discipline was strict and noises would be given if a girl was often late. At her present place there were a great many fines. If late in the morning they were fined 6d., for a mistake in their book, 6d.; for forgetting to change anything, 1s. If a girl signed another girl's bill and left an error in it, they paid 1d. each whether too much or too little was charged, and if too little had been charged they would also have to pay the loss between them. There was a fine of 2s. 6d. for losing the duplicate bill and fines of 3d. each for a number of smaller errors. One of the most objectionable features in the system was that their fines were given to the clerk who inflicted them. An eighth witness considered the fines the only objectionable feature of her present situation. The previous month her premiums had amounted to 2l. 17s. and her fines to 11s.

The constant supervision of the shop-walker, the penalties and politeness to be shown to the most trying customers, the difficulty of telling the truth about the

A House

In shop

In shop

goods without lowering the displeasure of the managers, the long standing, the close atmosphere even in well ventilated shops where crowded with customers, the short time for meals, the care required to keep things in their right places and to make out accounts correctly, the long evenings with gaslight and the inability to disengage without warning or explained reason all tend to render the occupation of the shop assistants most trying to the nerves and injurious to health.

Of the immediate effects such as headache, backache, and other results of indigestion every witness gave evidence; and also of the absence of provision for the comfort of any girl suffering from temporary illness. Of the more serious consequences which show themselves later on it is impossible to obtain direct evidence because where seriously ill the shop assistants return to their homes, which are in many cases in small country districts. Of the evil effects which are experienced after marriage no statistical record is obtainable, as the previous occupation of the mother is never noted down in the hospital registers, but indirect evidence has been given in the survey data.

It is a significant fact that whereas large numbers of factory girls cannot be provided upon to give up their factory work after marriage, the majority of shop assistants look upon marriage as their one hope of release, and would, as one girl expressed it, "marry" "anybody to get out of the drapery business."

II.—DRESSMAKERS, MILLINERS, AND MANTUEMAKERS

Nineteen witnesses have given evidence relating to 24 dressmakers, milliners, and mantuemakers/establishments. The dressmakers seem much less migratory than the shop assistants, and have, therefore, a smaller range of experience; but, on the other hand, they speak much more freely to each other about their wages, and on this point are able to give more information than the shop assistants.

The legal hours of labour in these workshops are 56½ per week, exclusive of meal times, and of the 1½ hours overtime permitted on 48 nights in the year. Notwithstanding this special allowance, which permits little girls of 14 years of age to be kept at work from 8 a.m. to 10 p.m. for three nights a week for four months in the year, there is no industry in which illegal overtime is more persistently worked. The national reports of the chief inspector of factories and workshops show this very clearly, although the inspectors do not seem so successful in discovering illegal night work as in detecting the overwork which is almost the rule in dressmakers' workshops on the short day.

Witness 255, who is 13 years of age, went to a private dressmaker as a learner. There she sometimes worked till 11 o'clock at night. After two years there she went as dressmaker in a shop. Here the hours were from 8.30 to 7.30 with one hour for dinner, and on Saturdays from 8.30 to 4 with half an hour for dinner. They sometimes worked legal overtime till 9.30, and then had 30 minutes for tea and were paid a higher rate. The apprentices at this place were never kept overtime. At a third place, a private dressmaker's, the girls often worked till 5 on Saturdays and were never paid for overtime.

Witness 274, a skirt hand at a private dressmaker's, worked 8 from 8.30 to 7 with 30 minutes for dinner and 30 minutes for tea, and on Saturdays from 8.30 to 4 with 30 minutes for dinner. On Fridays they worked until 8, but she only once worked until 9 p.m. On Saturdays they frequently worked until 4.30 or 4.45.

Witness 275, a bodice hand at a private dressmaker's, worked from 9 to 8 with 1½ hours for meals, and from 9 to 4 on Saturdays with one hour for meals. She worked a little overtime often on Saturdays, but had only once worked overtime in the evening.

Witness 276, a bodice hand at a shop, worked from 9 to 7.30 with 1½ hours for meals, and from 9 to 4 on Saturdays. She had often worked till 5 on Saturdays and worked till 8.30 at least one night a week, but did not know whether the notice was sent to the inspector.

Witness 290, a mantuemaker at a shop, worked from 8.30 to 7.30 with 1½ hours for meals, and from 8.30 to 1 on Saturdays. The hours used to be 8.45 to 7 and 8.45 to 4, but they preferred the present arrangement which gave them a real half holiday on Saturday, although it entailed two hours more work. Overtime was put to their credit and balanced against short time. She had sometimes worked until 10 p.m., but had never been given the extra half hour for supper required by the Act. She had often worked through the dinner hour.

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Witness 291, a skirt hand in a shop, never worked overtime and only worked 56½ hours in the busiest times.

Witness 344, dressmaker, learnt her business at a private dressmaker's, she often worked there till 10 or 11 p.m. and always as late as 8. In her next place the hours were normally 8 to 7 and 8 to 4 on Saturday, but they always worked later than this. Here she never worked later than 10 p.m. and always had the full time for meals.

Witness 347, a dressmaker at a shop, worked from 8.30 to 7.30 and till 8 on Saturdays. They used to leave off at 8 o'clock, but they all petitioned to leave off at 7.30 and the request was granted. They did not often work overtime, and when they did it was past agreed time deducted.

Witness 399, a Jewess, was apprenticed when 13 to a private dressmaker. The normal hours were from 9 to 8 but she often had to work until 10 or 10.30, and frequently had to work during meal times. She did not go on Saturdays but had work given her to do on Sundays. The overtime injured her health so much that, although 24 premiums had been paid for her, her parents took her away before her apprenticeship was over.

Witness 401, a mantle maker in a shop, never worked overtime, and worked 56½ hours a week.

Witness 414 often worked overtime, but did not know whether the notice was given. She was never paid for overtime and often worked during the dinner hour.

Witness 417, a milliner in a shop, worked 56½ hours a week in summer and 48½ in winter. She never worked overtime.

Witness 478, an apprentice to a private dressmaker, worked 47 hours a week and never worked overtime.

Witness 518, a milliner, when apprenticed worked 56½ hours a week but never worked overtime, and was not obliged to be present. At her next place the hours were from 8.30 to 8. If busy they worked until 9 p.m. They generally worked until 10 on Saturdays in the season. She was kept until 11 one night, and her father went to fetch her and took her away. One apprentice at this place was unusually clever at the work, and was often kept late. She lived at a great distance and went home by train. On one occasion she refused to stay later than 9 p.m. because she would lose her train, and she was dismissed in consequence.

As an instance of the difference between the hours of dressmakers and factory girls, may be quoted the statement of a manager of evening classes for girls in Birmingham, that whenever a tea-party was arranged for factory girls they would have it at 7 o'clock; if for dressmakers it could not begin earlier than 8 o'clock. In Manchester this might have been explained by the earlier hours at which work began, but in Birmingham in many factories the girls did not begin work until 8 a.m. or later.

No class of workers that I have come across are paid so little in proportion to skill and cost of living as the dressmakers and mantuemakers. The Millers and cutters, and in some cases the first hands, can often command high salaries, but those are in such cases women of exceptional ability and taste, and the great majority of dressmakers would never rise to these positions. As a rule, the dressmakers not only work longer hours but also are less wages than skilled factory workers of the same age.

Witness 255, skirt and bodice machinist, worked in a place where several girls were employed. Here learners gave two years for nothing and sometimes paid a premium; then, as improvers, they were paid 3s. 6d. a week without meals for one year. Assistants were paid about 1s. She herself was paid 10s. and she believed that the two best hands (next to the cutter) only got 10s. a week and meals. At a private dressmaker's afterwards she was paid 9s., and the best hands were only paid 14s.

Witness 274, a skirt hand, had worked for a private dressmaker for six years. She was paid nothing the first year, 4s. the second year, 5s. the third, and in the sixth was receiving 10s. a week without meals, and was best skirt hand. One other skirt hand was paid 7s. The four bodice hands here were all paid 10s.; one had been at the place nine years and the other six years. Her sister, who was a bodice hand at another private dressmaker's, earned 11s. She had been there two years and had been a dressmaker for 10 years.

Witness 275 when 17 years old, went to a private dressmaker as improver at 5s. a week. She had been there five years and was then earning 8s. and 10s. The other bodice hands earned 8s. a week.

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Witness 275 was apprenticed to a private dressmaker; she was paid nothing the first year, 1s. a week the second year, and 2s. the third year. Then went to a shop at lodges hand at 3s. a week, and she had been there five years and was now paid 5s. a week. About 70 girls were employed at this place, and 31s. was the lowest charge to customers for making a dress. It was very rare for any girl to be paid more than 12s.; skirt bands were never paid more than 11s.

Witness 280, a mantlemaker, had been 12 years at a shop, the first year she earned 1s. a week and ten, which was raised about 1s. a week each year. She was then earning 12s. and ten, but did not expect to get a further increase. Only one in her room was paid more than 12s., and that was the sister, who had been there 30 years. Dressmakers were paid the same as mantlemakers, and 12s. was considered good pay. A mantler there, who was paid 10s. in London, had moved into this town with her parents, and was then paid 8s.

Witness 287, a skirt hand, was apprenticed to a private dressmaker and received 1s. a week for the first two years. Then she went to a shop as improver, and was paid 5s. at first, and at the end of four years here was paid 11s. a week, only the first hand in her room being paid more than this. There were 25 skirt hands in her room, and the majority were paid from 5s. to 9s.

In another town, Witness 344, dressmaker, was apprenticed to a private dressmaker for two years, receiving "pocket money" the first year and 2s. 6d. a week the second year. Then she went to a shop as improver at 7s. 6d. a week, and at the end of four years was earning 11s., and was then a best hand. She could make the dress right through.

Witness 347, dressmaker, said that at the shop at which she worked learners were paid nothing the first year, 2s. a week the second year, and could remain as improvers if they liked at 5s. An average hand when she was about 30 would get about 10s. A good hand might get 12s., but 14s. would be quite exceptional. Apprentices learned the work right through.

Witness 403, a first hand in the mantle room of a large shop, said that here apprentices both in the mantle and dress rooms had nothing for six months; then they were paid 1s. 6d. or 2s., which was raised by 6d. or 8s. Apprentices would earn from 5s. to 10s., a really experienced bodice hand would earn from 14s. to 16s., but the great majority of full bodice hands would earn from 10s. to 12s. The mantle makers were paid somewhat higher than the dressmakers, but had more slack time.

Witness 415, working in a shop as second bodice hand and there were about 30 in her room. Apprentices were paid 1s. 6d. the first year, then, as improvers' wages were raised 6d. or 1s. a year. When 18 or 19 they would generally be earning about 8s. or 9s. A good bodice hand might earn from 14s. to 15s. Some only learned to make skirts and some bodices; they could learn both if they liked. Skirt hands would earn from 7s. to 9s., a best "drapery skirt hand" might earn 14s. or 15s. She herself had had 11 years' experience and was earning 15s. a week. Witness 415, a bodice hand in the same room, with seven years' experience, was earning 11s. a week. Witness 414, a sleeve hand, was paid 7s. a week.

Witness 417, a milliner, had been 15 years at a shop. She was not paid the first two years; then she was paid 5s., 7s., and 9s. in the next three years. Several would only have been paid 5s., 6s., and 7s. in those years. For the last eight years she had been a second hand, and was now paid 16s. and would expect wise however long she might stay.

In another town—

Witness 433, the manager of dressmaking rooms at a large shop, and apprentices came for two years and received 1s. a week the first year for good conduct. A good bodice hand would not earn more than 12s., and a large number would only earn 8s. to 10s. In the mantle department there was no specified apprenticeship. All were on piece-work, and the earnings ranged from 7s. 6d. to 35s. in busy seasons; the highest earned in the previous week was 24s.

Witness 479 was apprenticed to a village dressmaker, and gave three years for nothing; she was supposed to be taught to make dresses throughout, but really only learned to make bodices. Then she stayed a fourth year as assistant bodice hand at 5s. a week. Then she went to one of the best shops in this town as an assistant bodice hand at 10s. a week. There were 30 girls in her room; the highest pay of the bodice hands there was 14s.; in some other rooms she believed the pay was higher.

In another town—

Witness 518, a milliner, gave two years for nothing; two other apprentices were employed and only one milliner. Then she went to another place as improver, and gave three months for nothing, and then had 1s. a week. Another girl, 19 years of age, was paid 5s. a week. In consequence of excessive overtime she left at the end of six months, and went to a third place as shop assistant and milliner, and again worked three months for nothing, and was then paid 5s. a week with tea.

Witness 572, a mantle fitter, said that there were seven girls in her room. One was the second hand to be cut out. The second was a machinist who was paid 7s. a week, and had full work all the year round. The third was rather old, but had not had much experience and was paid 12s. a week. The fourth was 16 years old and had been there 24 years, she was paid 6s. a week. The other three were apprentices, who gave one year for nothing, and then were paid 2s. 6d., 4s., and so on.

The mantle fitter, who had many years' experience, was paid 90s. a year with meals.

A mantle cutter in the same town was paid 65s. a year without meals. At another place in another town she was paid 85s. a year with good board and lodging. Her health had broken down, and she had taken her present post because the work was much lighter.

The low wages earned by dressmakers are not compensated for by regularity of employment. It seems best to give the evidence on this point along with the evidence as to the conditions of living of these girls.

Witness 255 was out of work, she had been earning 10s. a week. She had tried to sew, but she had no parents, and there was always so much slack time that she was never able to keep her savings, although she did not pay the full cost of her board and lodging.

Witness 274 said she had 14 days' holiday without pay in the summer, and, besides 12s., was "not more" than a month out of work during the previous year. She had, however, also been ill for 16 weeks this year. She earned 12s. a week, lived at home and paid her mother 1s. a week. She dined at the workshop; they could not find any dinner, but could make a cup of tea or cocoa for themselves. She had a hot dinner when she was home. All the girls at her place lived with their parents.

At the place where her sister worked three of the girls had no father, and one lived in lodgings and paid 6s. 6d. a week for board and lodging although she earned under 10s.

Witness 275 and she had 14 days' holiday in summer, besides bank holidays. She often lost a quarter of a day through sickness, and was away one week last year for the same reason. She was ill for 14 days at Christmas, and later on for five weeks. Her sister,

Witness 276, at another place had lost a fortnight through sickness at Christmas, and had then been on three-quarters time for one month. She was absent two weeks through illness and was also absent one week when her sister was ill.

These two girls had no father. Their mother, who was in a situation, paid the rent of their room, 2s. 6d., and occasionally gave them presents. Their united income when in full work was 17s. a week. Neither of them could have food, heated at the workrooms. They generally had a cup of cocoa with their bread and butter (in bread and milk most) in winter and a cup of milk in summer. They had nothing cooked when they went home, because there was no one to do it; they carry had a hot meal except on Sundays. Another dressmaker whose they knew, who earned 8s. a week, lived with her sister, and paid her 3s. for food and 1s. for lodging. At the shop where one sister worked, where there were a large number employed, nearly all lived with their parents. There were four women over 30 years of age, but they all lived at home. These two girls added to their earnings by dressmaking for neighbours in the evenings.

Witness 298, earning 12s. a week, lived with her parents. She would shortly be obliged to take three weeks' holiday, but would be paid for one week of it. It used to be the rule in the mantle room to give one week with pay; now only persons engaged on that understanding were paid, and the practice would die out as soon as these older hands left. Work was fairly regular for her, but several of the others had to stay away eight or 10 weeks at a time. One girl there earned 12s. a week, and paid 5s. for board and lodging, and went home to her mother when work was slack. One

3. Improvements in conditions of employment and work hours of living.

woman who earned 11s. a week, was a widow with two children to support. The majority lived with their parents.

Witness 291 and there was a great deal of slack time; they had to take three weeks holiday without pay in summer, and were generally away for three weeks after Christmas. They generally had about five or six weeks slack time beside the summer holidays. Many girls took in work from neighbours to do at home in the evenings and slack time. One woman, over 30, had 8s. a week, and paid 2s. a week for her room; she used to bring dry bread or some cold potatoes for lunch and did not like the others to see it. Witness herself lived with her mother, who took in lodgers.

Witness 344, earning 11s., lived with her parents and went home for dinner.

Witness 403 said that in a large establishment mantle and dressmakers would frequently have from two to three months compulsory holiday.

Witnesses 414, 415, 416 all lived with their parents. The first of these, earning 7s. a week, had fifteen weeks compulsory holiday in the previous year; the second, earning 11s., had four weeks, and the third, earning 1s., had two weeks. Several of the other girls lived in lodgings, and they knew that one of these only earned 3s.

Witness 418 said that the number in his dressmaking rooms would rise from 40 to 80 in the busy season. Some of these women would do dressmaking on their own account when the season was over.

Witness 479, earning 10s. a week, paid 2s. 6d. for her bed-room, 4s. 6d. for breakfast and supper, and her dinner and washing came to about 3s. a week. Her friends sent her money for dress. All the other girls in her room lived with their parents. She could not possibly live on her earnings if she had no friends to help her.

Witness 518, earning 6s. a week in her fourth year, lived with her parents.

Five instances were given of work having to be done in winter in rooms without any fire or heating apparatus. In one case the extreme cold brought on erysipelas.

The carelessness of employers in engaging girls to come to them from a distance, without taking any trouble to secure for them or recommend to them respectable lodgings, was strongly commented upon by the superintendent of a house, who had frequently been asked to take sick girls in after they had failed to secure suitable lodgings. In one recent case a girl had come into the town and had been sent to find lodgings for herself. After she had taken the trouble to find the house was a disgraceful one, and went back to her employer's house. The latter, a fashionable milliner, then sent her to the house referred to late in the evening. She had been asked always to send new comers here immediately on arrival, so that they could look about for good lodgings under advice, but she had not chosen to take the trouble to do this.

III.—MISCELLANEOUS INDUSTRIES IN LONDON

Evidence has been obtained from 17 tailors and from the secretaries of the London Tailors' Trade Union.

The main grievances brought forward were those as to which a large amount of evidence was given before the Lords' Committee on Sewing.

The objection to the practice of employing women in private houses was based on the sanitary conditions and liability to spread infectious illness, obtaining in domestic workshops. The information given by the Home Secretary in January 1893, that a considerable addition as to be made to the staff of inspectors in London seemed to render an inquiry into the sanitary conditions of the tailors' workshops in the West End unnecessary. But some of the complaints on the subject of inspection were given under a misapprehension of the Act, the tailors, giving evidence, not being aware that domestic workshops were liable to inspection, and that they actually were inspected so much as possible under the circumstances. It was also represented that evils arose in consequence of the rooms in which tailors rented "sittings," and employed women, not being liable to inspection. This also was incorrect. The demands of the women therefore resolved themselves into a request for more efficient inspection.

But improved sanitary conditions and an effective system of compulsory notification of infectious illness would not remove the objection on the part of the tailors, who gave evidence, to domestic workshops. They complained that the tailors in domestic workshops, coming less into contact with other tailors, were less influenced by public opinion and more difficult to organise; and that they, and the women working with them, were content with lower rates of payment, and worked much longer hours, a man and his wife and daughter perhaps sitting up all night to make a garment, given out to them in the evening to be taken back in the morning. The very great objection of the trade unionist tailors was, therefore, ultimately based on their conviction that their wages were lowered by the unfair competition of home workers. They believed also that wages had been reduced by the competition of foreign tailors who accepted and paid lower rates.

An official of the Amalgamated Society of Tailors considered that the English tailors, by their opposition to sub-division of labour, and also to the employment of women in the tailors' workshops, except on exactly the same terms and with exactly the same organisation of labour as had prevailed with men, had thrown much of the work into the hands of foreign tailors in small workshops, who employed women and sub-divided labour. He stated that, notwithstanding the lower rates at which the foreign tailors took out work, the wages earned by the women were often as high as in the other shops, owing to the more economical organisation.

A quotation from the first annual report of the London Tailors' Trade Union for the year ending June 1890 is perhaps the most trustworthy evidence as to wages that can be given. About this time the London County Council had suggested that a committee of clothing trades should draw up a wage-log, suitable for contract work. The Amalgamated Society of Tailors called together such a committee, to which six society and two representatives of the trade were appointed, and at the Council Council have recently passed a resolution to pay trade union wages, "we may hope soon to set it to force." The wages for tailors in the log are stated as 14s. for machinists and first-class tailors, 12s. 6d. second class, and 10s. learners for a week of 54½ hours.

These wages which are, on the whole, higher than could be claimed by women employed in any other manual industry must, however, be considered in conjunction with the considerable number of days lost and short time worked in the slack seasons. These seasons are lengthened occasionally by various political and social events, quite outside the control of employers or employed. The general election, withdrawing as it did large numbers of customers from London to the provinces, very seriously affected the trade.

Evidence was given of disorderly conduct in the tailors' "sittings," which the tailors considered should in some way be checked. Three witnesses who were themselves employed in three of these places did not confirm the evidence from their own experience, although one of them said that in the rooms below she could frequently hear the workpeople fighting.

Witness 10 (who made this statement) said she worked at some "sittings" on the top floor of a house in the West End. Neither she nor any of the women ever worked overtime. In the busy season there would be about 16 sittings occupied, about 25 or 26 persons being in the room, the men sitting on the board and the women on seats. Some of the men would have no women working for them. A woman, having finished a job for one man, would perhaps work for another, so that the work was more regular than in a domestic workshop. The sanitary arrangements were good, and on her floor the women were provided with water, towels, and soap.

Witness 35, a coatmaker, also working at "sittings" in Soho, said that six men and four women worked in her room. They were perfectly orderly. The women seldom worked overtime, and never illegal overtime, although they frequently worked during the half hour for tea. The men worked later than 10 o'clock, but not after. She was paid 30s. a week in full work, but was sometimes so slack that she only earned 2s. She was paid for overtime, but had never calculated how much.

Witness 41, a trouser hand, worked for a tailor who for some months had rented a "sitting." She had

(a) "Sittings" some evidence of sanitary conditions in domestic workshops.

(a) Wages.

(a) Slack time.

(a) Tailors' sittings.

(a) Absence of heating apparatus.

(a) Difficulty of finding lodgings in cheap districts.

(a) Tailoring in the West End.

(a) Tailors' sittings and sanitary conditions of these lodgings.

worked for him for seven years. He employed one other woman and a girl. He used to work at a room of his own, but work had become so slack that he could not afford this. The sittings could only accommodate five or six men at the most, only three were there at present, each employing three or four women or girls. She mended trousers, made the button holes, and was paid like a work. Her employer could not afford to pay her more, and she preferred working for some one she knew to going elsewhere for higher pay. They worked overtime almost once a week, and never worked illegal overtime except on Saturday afternoon for an hour or so. But they always had their tea while working, and on Saturday made no pause during the dinner hour. There was nothing objectionable in the conversation. The men sent out for beer at lunch and tea, and when overtime was worked, this, however, was done anywhere, whether at "sittings" or in an ordinary workshop. The men smoked most of the time, and she wished they would not, but that also had to be tolerated everywhere. The girl employed by her master went to and from the shop with the work, and was paid 7s. a week. The other woman was a piece-worker, and could earn 30s. when working full time. She was a married woman with six children; her husband was not a tailor, but was in work. They did not work on bank holidays, and never took work home after hours. The stairs up to the workshop were dangerous, they really consisted of a ladder with only one rail, leading into the workroom without a landing, and it was unsafe to come down them at night.

Some of the older tailors employed at the Army Clothing Factory at Finsboe complained that, whereas formerly to one under 16 need to be admitted to the factory, and previous to admission girls had been the trade with some outworkers, to whom they gave 10s.

and one month for nothing, now children of 13 or 14 years of age were taken on, and had to be taught by older hands without remuneration for loss of time. On visiting the factory I was informed by the Director of Army Clothing that this grievance had been reported to him, and that arrangements had been made for new comers to be taught by a paid instructor.

The following statement of wages, ages, and civil condition of employes has been furnished by the Director of Army Clothing:—

RETURN of INDOOR Piece-WORKERS, Army Clothing Factory.

Division	Total No. in family	Males	Females	Age						
				16 and upwards	15 to 14	14 to 13	13 to 12	12 to 11	11 to 10	
A	386	86	72	39	11	13	24	32	18	50
B	307	108	59	56	8	11	17	43	49	23
C	103	129	38	34	6	15	17	49	61	50
D	404	138	78	35	32	30	50	49	71	25
E	129	50	25	35	5	5	14	30	59	55
F	158	50	40	26	2	17	11	15	62	37
G	127	120	14	85	6	4	13	35	14	31
H	55	22	21	8	2	8	5	30	22	4
Totals	1,320	547	303	384	49	57	106	351	450	245

(1) 10 and under 10 not included in this table.

STATEMENT showing the AVERAGE WEEKLY WAGE of the INDOOR and OUTDOOR Piece-WORKERS from 1880 to 1892, inclusive.

Year ending 31st March.	Indoor Hands.								Total.	Average Wage.	Outdoor Hands.						
	10s.	11s.	12s.	13s.	14s.	15s.	16s.	17s.			Sick.	Average Wage.	Per- cent.	Average Wage.			
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.			
1880	4	43	136	269	198	305	123	266	1,323	14	6	—	—	—			
1881	13	37	184	390	186	197	245	158	1,262	15	4	50	8	139	23	1	
1882	15	69	154	363	171	170	200	185	1,160	15	5	43	8	9	81	23	43
1883	32	77	377	558	153	155	146	249	1,251	15	6	40	0	45	154	24	26
1884	21	65	454	823	163	164	168	250	1,240	15	11	49	8	7	116	13	10
1885	30	81	297	870	163	164	168	314	1,259	15	12	47	8	6	170	22	48
1886	36	83	684	875	181	182	163	252	1,272	15	6	43	8	5	180	14	52
1887	11	55	164	251	287	381	143	188	1,168	15	5	49	8	5	125	13	6
1888	15	80	156	235	175	184	163	190	1,179	14	11	41	8	8	101	13	6
1889	10	60	175	354	170	174	143	184	1,174	15	4	39	7	9	87	13	2
1890	12	57	160	245	164	185	130	199	1,164	15	11	30	6	11	82	14	7
1891	12	48	146	284	168	179	171	230	1,245	14	5	27	7	8	73	10	5
1892	13	58	177	364	176	184	190	264	1,280	14	9	26	8	7	63	14	11

On the condition of work of tailors in the wholesale clothing trade much evidence is given in the report of the Lords' Commission on the Sweating System. Any attempt to compare the conditions of 1892 with those of 1888 would have necessitated a ready supply of an exhaustive nature. Judging, however, from the evidence of two employers in Manchester who had also employed persons in London, the rates of payment in London are slightly lower than those in Manchester for the same work in the ready-made clothing industries. Rates are higher and rooms more crowded in London, and the condition of the poorest home-workers is therefore even worse here than in Manchester.

Witness 583, a poor law guardian, informed us that several persons receiving out relief in the Lambeth districts were tailors earning miserable wages. Heed working women doing this work at low rates could reduce the guardians to supplement their insufficient earnings. Two women in this position were visited. One, Witness 584, was at work in a room on the first floor, in which was a large bed and a cot; four little children were playing about in the room, and the witness' mother was also working there. The mother said she used to take out work from the Army Clothing Factory, but very little work was now given out

there, much to her regret, as she considered their pay was good. For seven years she had taken out trousers to be finished from a large distributor of clothing. Her husband, who was not strong enough to work, carried the trousers to and from the shop. Her daughter, Witness 584, had been in service before marriage; for some time before her husband died, when he was too ill to earn anything, she helped her mother and had continued the work when left a widow and had recourse to relief. The trousers were fetched four times a week. The mother made and put in the linings and the daughter made the button holes and put on the buttons. They did not work on Saturdays, and the daughter went out carrying on Tuesdays and Fridays for 2s. a day and food. The daughter, therefore, did tailoring three days a week and the mother five days. For finishing boys' trousers they received 3d. a pair; witness was the quicker worker, and she stated that it would take her 2½ hours to do one pair by herself. If they worked very hard they could not do more than eight of these between them in a day if they had them to do. They never exceeded 6s. a week together, and always shared alike, so that the most the witness earned from tailoring was 4s. 6d. On every pay at 3d. they spent 2d. on bread and twist. For finishing men's trousers

they were paid 6d. and spent 1½d. on every two pairs for thread and twist. The trousers were generally of corduroy or molaskin, the latter being the heavier work. For men's trousers at 4d. they had to join pieces for flings, run them in, hem down all round, put on bands, sew on 12 buttons, and make six button holes. These button holes were by no means badly done.

For her one room witness paid 4d. a week.

Witness 545 said that she and her mother made boys' coats throughout at 1s. 3d. a coat. She worked with her mother because the latter was so poor, and it was the only way she could help her. If they worked along day together, from about 8 to 8, they would not finish two coats. Her mother was very delicate and did not earn more than 4s. a week, and 6s. was about the most they earned together; twist and thread cost about 1d. in the 1s. She paid 1s. 6d. a week for the machine. Her mother paid 3s. 6d. a week for one room and received no relief.

The number of women employed as type-setters in London is very small. There is no doubt whatever that this is due to the policy of the London Compositors' Society, which, while declaring itself by no means hostile to the employment of women, will only allow them to be employed in a union shop at the same rate as men. The justice of this insistence on absolutely equal rates of pay and the absence of hostility to the employment of women are both questioned by women type-setters and their employers.

Witness 91, a managing director of the Women's Printing Society, said the great difficulty in their way had been the refusal of the printers to teach women any but the lowest branches of the work; they would not teach them "imposing." If the women joined a trade union it would have to be separate from that of the men, or at least must have a separate scale adapted to the difference in organization necessary.

Witness 97, an employer, said that girls who came to them as apprentices, received nothing the first six months, in the second six months, 5s. the second year, 7s. the third, and 9s. the fourth year, then they were full workmen. The women only did the more ordinary work; they were not put on to the jobbing which required a great many types, and they did not learn to "impose." They earned their own salaries but the men compositors lifted the "frames" for them. It was difficult to get girls to go through a long apprenticeship of four years. Women were paid 6d. per 1,000 size in a class of work for which men were paid 8d. per 1,000, but the men could be put on to other work such as jobbing when wanted, and were therefore more useful. If women wanted to learn "imposing" he was quite sure that the men would object to teaching them, but they rarely showed any desire to learn the more skilled work.

The wage-book for the week ending May 14th, 1902, showed that of the women—

	s.	d.	s.	d.
1 reader - - - - -	earned	25	0	
1 forewoman - - - - -	"	27	6	
4 compositors - - - - -	"	28	0 to 24	0
2 " - - - - -	"	32	0 to 22	0
1 " - - - - -	"	21	6	
1 " - - - - -	"	19	3	
2 " - - - - -	"	17	0 to 18	0
1 " - - - - -	"	15	7	
1 " (very slow) - - - - -	"	11	10	
1 apprentice in third year - - - - -	"	7	0	
1 apprentice in second year - - - - -	"	5	0	

The wages of the men on time ranged from 26s. to 42s., the majority earning from 30s. to 32s. Three men on piece-work, considered very slow, earned 21s., 22s., and 25s. The hours of work were from 8.30 to 7 (on Fridays), with 1½ hours for meals, and 8.30 to 1.30 on Saturdays. On an average he lost three women per annum through marriage. He only employed one married woman, who had been deserted by her husband.

The rooms here were small, rather dirty, and close. Some of the girls were sitting on benches; they were all allowed to sit if they brought their own stools. The reader said she thought the girls were as healthy as those in other trades. One or two delicate girls when beginning as children had seemed to be affected by the lead, but otherwise she knew of no bad results. Strict cleanliness in washing hands before meals was necessary.

Witness 101, who employed about 12 women as compositors, said they served a five years' apprenticeship on terms the same as those stated by Witness 97. They would be taught "imposing" so if they showed aptitude, but as a rule they did not show much desire to do the higher work. One girl who had only finished her

apprenticeship 18 months before could earn 28s. weekly, and had she stayed would have learned the higher branches, she did do some of the jobbing work. But as a rule the women could set type for ordinary work and no more. The girls were sitting at their work on high stools; they looked healthy enough, but showed no predilection for open windows.

Of those employed at the Women's Printing Society, seven were apprentices, five were paid by time, of whom one earned 12s. a week, one earned 18s. a week, three earned 22s. a week, and four were on piece-work at the rate of 6d. per 1,000 size. Of these one earned an average of 25s. 5d. for 51 weeks in 1901, another an average of 21s. 3d. for 52 weeks, another an average of 21s. 3d. for 50 weeks, and the fourth an average of 19s. for 23 weeks. The hours of work were from 9 to 6.30 with one hour for dinner, and 9 to 1.30 on Saturday.

Witness 5, a hat trimmer, had been over 16 years in the trade. The hat trimmers, who are all women, put on the binding round the brim of the hat, and put in the linings and leather. The crown makers, also women, sew on the tops and the brims of the hat. She stated that the work was fairly regular for women, as when the silk hat season, which were from February to July and October to December, went over, they worked on the felt hats. The men only did one branch, either silk or felt. The women could earn higher wages than in many other trades. All the men in the London houses were in the Journeymen Hatters' Fair Trade Union of Great Britain and Ireland (at the time of my visit in March 1896), every house having been recently "white-washed," and the men admitted of any age, and without entrance fee. Owing to the action of this trade union the men's prices were the same at all the firms, but those for women's work varied in all the different factories. An attempt had been made to induce the women to join the trade union, but only about 60 women did so, and this number dwindled down until 15 months later the branch was dissolved. Sick benefit was not offered by this branch, because the single women complained that they would then be paying for the married women. A large number of married women worked in the trade, in which very little machinery is employed in the women's departments. The hours were not very long, being from eight to six in one large factory, with 1½ hours for meals. The full time for dinner was not taken, because the girls themselves liked to do their piece-work during the time. The women frequently stayed away on Mondays, but not on Saturdays, as that was generally a very busy day. The piece-workers were not fixed at all for being late. The health of witnesses had broken down owing to the incessant stooping required in the work. She then took some work home, but found it difficult to "give her mind to it," and left off taking it. She had previously worked in a small room, with nine other women, and with eight gun-burners slight.

The practice of giving out work to be done at home was dying out. She knew of no instances in which home workers had been paid less than those in the workshop. The domestic workshops had quite disappeared.

The highest price for any of their work was 6s. 6d. a dozen for the best class of hats; it would take some women two hours or more to do one hat; she herself was an extra quick hand, and could finish one in an hour.

Witness 20, the manager of a small workshop, said that hat-making was slack from June to February. He said that until recently the women he employed had worked from 9 to 8, but that she factory inspector had told him that he might not work later than 7 o'clock, and must begin earlier if he wanted longer hours. One woman in the workshop said that they all liked coming late and staying late best. Their fingers were too cold to work early in the morning, but they were slack seven months in the year, and liked to stay late, and earn as much as they could when busy. The manager said that a slack time they closed on Saturdays and Mondays. Even when busy the women would never come in time. They always worked during the dinner hour. He thought that their average wages throughout the year would be about 18s. There were no young persons in the workshop. A small dining-room and a cloakroom were provided for the women.

Witness 31, an employer making the best class of hats, said he did not suffer so much in slack times as he made largely for foreign countries and America. The slack time in the English trade was from July to December, but just when the home trade flagged very often the American trade began. Evergreen working for the West End had suffered severely the previous winter,

owing to the Court mourning, as a mourning band made so old hat last season longer. He felt hate were made in Carlisle, but they were brimmed and trimmed in London. Years ago the work used all to be given out, and most of the women learnt the trade at home. Very little was given out by anyone now, partly because the orders had to be supplied so quickly. The hours of work in his workshop were from 9 to 8, the women came in later very often. In winter they left off work at 6 o'clock, and after August the workshop was closed on Mondays.

The wage books were shown to me.

Wage bookings	Number of Women and Girls earning							
	Under 5s	5s. to 10s.	10s. to 15s.	15s. to 20s.	20s. to 25s.	25s. to 30s.	30s. to 35s.	Over 35s.
1896.								
Nov. 31 -	—	0	4	20	5	3	—	—
" 30 -	—	2	30	5	5	—	—	—
Feb. 26 -	—	—	1	2	2	0	9	2
May 5 -	—	—	—	2	4	0	3	10

The wages in the first two weeks given above were the lowest paid in the year, except in the August bank holiday week. The week in February was chosen as a fairly busy week, and the week in May as one of the busiest in the year.

Witness 15, manufacturer of artificial flowers, doing a large middle-class trade, and dealing only with wholesale houses, said that the cheaper class of goods (primrose, buttercup, &c.) were made by small people in Horton. They occasionally sold raw material to Etonian houses, and then found it worth while to buy back the manufactured article because produced cheaper than they themselves could do it in their factory. They also bought a considerable quantity from Germany which their flower makers refused to make at the price; they generally bought the flower incomplete, and added something to it.

The wage books were shown to me, and the different branches explained.

Centers, who cut the leaves, petals, &c., by placing the stamp cutter under a press moved by power, were paid three wages. The lowest wages were 7s., the highest 14s., the majority earned from 9s. to 12s.

Shaders who dip the parts in the dye, shade, and strip them, were also on day work. The firewomen earned 25s., the maintenance wage was 20s.; good shaders earned from 12s. to 16s., and less experienced hands from 9s. to 11s.

"Black makers" who make mourning flowers were on piece-work. Their standards fluctuated considerably. Learners were paid 3s. 6d. to 5s.; the wages of the rest ranged from 7s. 6d. to 12s.

Grasses were being made by learners who received 3s., 4s., and 5s., during their three years' apprenticeship; improvers were paid 7s. 6d., 9s., and 10s., the better hands earned 11s.

Leaf makers fluctuated very much in number. They were rather a rough class of girls. The girls taught by the firm never stayed long in the last room, as they generally advanced to "mossing" or "mossing." The majority of the leaf hands earned from 8s. to 10s. Stilled hands in the season had made as much as 22s., and earned over 10s. in ordinary times.

"Makers" (of roses, &c.) were in many cases elderly. There were 17 altogether, and of these in one week in February, five earned over 25s., and five over 30s., girls about 20 years of age would earn about 12s.

"Mossers" ranged from 12s. to 25s. The total wages of 30 for one week came to 311.

The employers stated that wages were 30 per cent. of cost, both in good and bad years. A very bad year would require about half the work done in a very good year, a very good and a very bad year each came about once in seven years. Their ordinary years were from March to the end of May, and from the middle of August to the end of October.

They employed a considerable number of out workers, nearly all of whom were married women, their work was very irregular, and during a large part of the year they would have none. In very good seasons, some of the out workers would come into the factory for a month or so. It was absolutely impossible to make the work regular as absolutely unforeseen causes affected

the trade. Great as was the fluctuation in their number the evil effects were not so great as they might seem, owing to the employment of out workers who did not need permanent work, but were glad to earn extra money for a few months.

A large wholesale dealer had informed me that English flower making had much improved within the last eight years, and that whereas they used to buy 75 per cent. of Paris flowers and 25 per cent. of English, the ratio of the two was now inverted. Witness 15 confirmed this, and said that their choice had come during the Franco-Prussian war when flowers could not be obtained from Paris. Now France was beginning to compete with middle-class makers, and was attempting a cheap kind they had never tried to make before. They considered that the children who came into their factory now were far superior in neatness, orderliness, cleanliness, &c., to those they used to take on 10 or 12 years ago.

NUMBERS EMPLOYED

1895. Nov. 29	411	1896. Sept. 21	400	1897. July 5	326
" " 28	345	" " 20	409	" " 19	361
" Dec. 4	286	" " 20	410	" " 17	374
" " 15	357	" Oct. 1	404	" " 24	338
" " 20	325	" " 10	400	" " 21	320
" " 27	392	" " 17	311	" Aug. 7	307
1896. Jan. 2	324	" " 28	371	" " 24	312
" " 10	316	" " 21	379	" " 10	300
" " 17	340	" Nov. 7	374	" " 28	295
" " 24	312	" " 24	371	" Sept. 4	309
" " 30	307	" " 31	374	" " 11	308
" Feb. 7	303	" " 28	377	" " 19	318
" " 14	300	" Dec. 5	323	" " 30	313
" " 21	304	" " 13	370	" Oct. 5	308
" " 26	307	" " 10	370	" " 8	300
" March 7	449	" " 30	308	" " 18	310
" " 14	415	1896. Jan. 2	330	" " 25	304
" " 21	401	" " 9	309	" " 28	296
" " 28	305	" " 20	420	" Nov. 9	300
" April 4	300	" " 21	405	" " 15	303
" " 11	472	" " 20	405	" " 20	308
" " 18	403	" Feb. 4	401	" " 27	406
" " 25	312	" " 13	300	" Dec. 4	414
" May 2	305	" " 20	378	" " 13	417
" " 9	300	" " 27	406	" " 18	410
" " 16	412	" March 6	395	" " 25	394
" " 23	370	" " 10	402	1896. Jan. 1	307
" " 30	404	" " 20	470	" " 2	301
" June 6	317	" " 27	476	" " 27	315
" " 13	404	" April 5	400	" " 23	410
" " 20	401	" " 10	408	" " 29	410
" " 27	402	" " 17	410	" Feb. 5	407
" July 6	403	" " 24	407	" " 12	402
" " 13	307	" May 1	401	" " 20	408
" " 20	300	" " 8	470	" " 26	390
" " 27	315	" " 15	474	" March 5	411
" Aug. 1	340	" " 22	409	" " 11	400
" " 8	303	" " 29	401	" " 18	406
" " 15	323	" June 5	400	" " 22	404
" " 22	300	" " 12	407	" April 1	409
" " 29	301	" " 19	301		
" Sept. 5	301	" " 26	300		

Witness 16, employing about 80 women and girls in cutting and arranging feathers, said that the industry was not nearly so fluctuating as was generally imagined. He had been in the trade for 30 years, and had only known three thoroughly bad periods. They nearly always worked up the same quantity of feathers. They exported them to the colonies, and when one century

(9) Feather
cutting

took for another took many. When feathers themselves were out of fashion they made feather trimmings, aprons, &c. There were two seasons in the year, from January to July and from September to the middle of November. Feathers were in fashion in London just then and not in demand in Canada. Only inefficient girls were really often out of work. The others were kept on in slack times because of the difficulty of getting good hands in the season. Out-door labour was not good, and workers were principally married women who did not keep up with the fashion. In the season his hands worked overtime really, but not much on the premises; they took the bus home. He filled the Factory Acts on this account, because, by making it undesirable to work late in the factory, it gave employers more free time. Judging from the wage books which were shown to me, the girls in some cases made a considerable amount of money by their home overtime, and must have worked long hours. They were all paid by time at the warehouse to prevent their doing the work too quickly and carelessly. One girl, whose time wage was 18s, earned 26s during the previous week, having, therefore, made 8s by overtime or home work. The work done at home was paid by the piece. The hours of work at the warehouse were from 9.0 to 7.0, and 9.0 to 3.0 on Saturdays, with one hour for dinner and half an hour for tea. If they worked later than 7.0 they were paid for overtime.

An apprenticeship of two years was required, learners beginning with 3s a week. The wage books showed that the majority of the girls came from 10s. to 17s, a few going up to 18s and 20s, and over. The numbers employed throughout the year varied very little.

This employer only knew of one firm which paid piece-work, and this firm made a low class of feather, and was also the one which gave the greatest quantity to out-workers. But the amount of common work done in London was much less than formerly, good feathers were cheaper. Germany made the greater part of the common stuff put on the market. He considered the children who came as learners were cheaper than the learners used to be, but more difficult to manage and more inclined to play.

Witness 111 had worked for seven years for a feather-cutter who employed about 40 people, she learnt at a private house managed by Jews. She only "laid out" feathers to make them shapable, and had never learnt cutting. She was about three months last year from sickness, but would probably have been kept on if she had known how to cut feathers as well. The hours were from 9.0 to 7.0, with one hour for dinner, and 9.0 to 1.0 on Saturday. They were paid overtime after 7.0, and frequently at 8 o'clock would take feathers home. They often, however, worked overtime till 9.30 at the workshop, and she preferred this to taking work home.

Witness 76 had worked for 19 weeks at a firm of watered ware manufacturers; she had to supply these working at the filling machines with bottles, and to carry up heavy boxes of bottles to the machine room. When not doing this, she put on bottles. Afterwards she had to "right" the bottles after they had been filled, holding two at a time up to the light to see if there were any specks of dirt or stone in them; one bottle hurt as she was doing this, and cut her nose, she went to the hospital, and had it sewn up. She was paid for the half day she lost when at the hospital, but received no compensation. The next day she was put to a kind of work usually given to any girls incapacitated by accidents, viz., knocking the white rubber rings out of the broken necks of bottles.

The Factory Act does not make it necessary to report an accident unless of such a nature as to prevent the person injured by it from returning to his work in the factory or workshop, and doing five hours' work on any day during the next three days after the occurrence of the accident. The kind of accident which is very common in watered ware works is therefore frequently not reported. By them a woman may be endangered for life, as in the case of the witness, without being compensated.

Witness 77 worked at the same factory. She was not quite 16 when she went, and began by washing bottles at 6s a week. She stated that she used to be drenched with water from the taps, that, there was no gear provided to keep the water off, and that leather aprons and cloths were not provided, as, in her opinion, they ought to be. At the end of two months she also was put on to the work of "sighting" the bottles when filled, and was paid 15s a week, a fixed quantity of work having to be done each day. Then for some time she worked at the machines for filling the bottles. She had to wear a wire mask, and was under

gas all day. She once had a tooth knocked out by a broken bottle, and her cheek was cut, leaving a permanent scar.

These witnesses give me the names of two girls who had each lost an eye at this work, and of another who lost the use of one arm by very serious cuts.

In the machine room of an unwatered water works over which I was shown by Witness 83, two machines, "multiple steam fillers," were being worked by girls with wire masks covering their faces; the girl who supplied them with the bottles to be filled had no protector. The girls who were taking bottles up in pairs to a gas flame to "tight" them had wire spectacles on. Their arms were bare, and one girl had an arm bandaged up. The foreman brought me a thick woollen arm protector, and told me that 12 pairs of these had been given out the week before to the girls, and at the end of the week this was the only one in the place; the girls had taken them away to use as floor-slacks. One girl was sighting bottles without spectacles, and very reluctantly put them on when told to do so by the foreman. Although these spectacles protect the eyes, they do not, of course, protect the face.

Witness 88 said the accidents at "sighting" happened when the girls knocked the bottles together, and were, therefore, really due to carelessness. [Any ordinary girl, however, holding up bottles for 10 hours a day would be sure to let them knock together.] He stated that no accidents had occurred in bottle-filling since they had used the new multiple-steam fillers, as they carefully closed the bottles and caught the broken glass. Another machine, better than the old Paragon filler, in his opinion, but not so good as the multiple filler, was being worked by a girl with a mask on. Two bottles exploded while I was there; it took some time the glass was caught in a casing of gun-metal, but the bottles were not sufficiently guarded in this way to be quite safe.

Witness 88 said that the bottles used to be paid 18s a week until June 1894, when they struck for more, and obtained it. They were now (May 1897) being paid 12s a week, and received 1s bonus for industry and good conduct. But trade in South London paid 20 per cent less.

Witness 99 showed me over a large unwatered water factory in South London. Every room was exceedingly well ventilated, and there was plenty of space between the machines. The girls, whether filling or sighting, had one machine on their back, several of them had cut away the part in front of the mouth. They all had thick woollen armlets tied on, and there was a printed notice that girls who were found without masks or armlets would be instantly dismissed. Witness stated that sometimes explosions were the result of such care that the glass cut through the armlets, in which case they always kept it to show the inspector when he came on receiving the report of the accident.

The bottles were all working at Paragon fillers, each machine being shot in by a three-sided wooden case, affording protection, to a certain extent, to the sighters working on the other side. The employer stated that more accidents resulted from the bottles passing the little rather roughly into the brackets than from the bottling process itself, and in ornamental illustration of his statement the girl near us at that moment knocked a bottle against the others in her basket, and three of them exploded. Some multiple steam fillers were standing named, and the witness stated that he considered them quite as dangerous as the Paragon.

Wages were from 8s to 15s, a very few earning 12s. The trade was a season one, in hot weather they employed about 600 girls, at other times only about 300 to 400.

No occupation has seemed to me more objectionable as a home industry than tin pulling.

Witness 294, a tin puller, living in one room in tenement dwellings, was only half dressed when I called upon her, and, therefore, did not ask me to come into her room. She took out rabbit skins from a place near. She was paid 7d. a "turn" of 60 skins. It took her about two hours to do one "turn," and she earned about 7s a week. She had worked in a fur factory before marriage. She and her husband and child lived in one room in which she did her tin pulling.

Witness 295 said she had worked in a fur factory for 22 years. For the last seven years she had taken the skins to do at home. She was pulling skins, for which she was paid 10d the "turn" (60 skins). She could earn 1s 9d a day if she worked quickly. The work was very regular for her, and she was only slack about July and August. She was paid 1s. 8d a turn for best rabbit skins, and could earn 2s. 6d a day on that when she had it. She never worked on Saturday and always

The witness is blind.

earned about "four half crowns" a week. She declared that she began at 8 a.m. and finished by 4 p.m. She used to earn 12s a week in the factory. She was very much afraid that house work was going to be prevented by the County Council, and seemed somewhat inclined to make out that fur pulling was a healthy as well as a paying occupation. Her husband was a waterside labourer, and very poor. They paid 4s a week for two rooms. The room in which she was working was full of stuff, and on a windy day, if the windows were opened for necessary ventilation, everything would be smothered with rabbit hairs. She was indignant at the suggestion that it must be unhealthy to live and eat in the room, but incidentally mentioned that she had been unfortunate in bringing up her children, as her sons had all died in infancy; four girls survived.

Witness 295 was working in a hack scullery. She said she used to work in a fur factory, and had occasionally earned 10s. or 11s. She now did the work at home. She was teaching a girl to do fur pulling, as the employer in the fur factory would not employ anyone in the factory under 16 years of age. She was pulling skins for which she was paid 1s a "turn" if they were opened before being given to her, and 1s 6d. if she opened them herself. She could do the 1s. "turn" in five hours. She earned about 1s. 6d. a day in slack times, 1s. 8d. in ordinary times, and 2s. if busy, and took the work home every day at noon. She paid 2s. 6d. for a four-roomed house, but let off one room at 3s. a week. She considered it must be unhealthy to do such work in a living room, and said she herself always changed her dress before beginning to cook.

Witness 297 was pulling 7d. skins, and said it would take her three hours to do the "turn", if she opened them herself she was paid 3d. more. She generally earned 1s 9d a day, and had earned 2s. 6d. when she had worked continuously all day at it. She had previously worked for 17 years in a fur factory. A child was helping her in her work. A bed was in the room, on which a baby and several of the skins were laid. The children slept in this room at night. Her husband had been a mink's labourer, and hurt his back 18 months ago; he was now earning a little as a shoemaker. She said that the rate of payment to cat-workers was exactly the same as that to the mink-trade. They were only allowed to take a certain quantity out at a time, and all shaved alike in slack times; they were allowed to take three "turns" a day at 7d. each, and if busy four "turns." She did not consider that the skins affected her health unless they happened to be dusty.

Two rope factories were visited. In both, the rooms in which the jute-reading machines were at work, were full of dust, the hair of the girls being covered with it. The manager of one of the factories said that the lowest wage paid was 7s; several earned 10s.; one earned 11s.; and one earned 12s. in full work. The wages book of the other factory was shown to me. During the week ending 19th March 1892 they paid—

1	at the rate of 7s. 6d.	a week.
40	"	" 8s. to 9s.
35	"	" 9s. to 10s.
6	"	" 10s. to 11s.
5	"	" 11s.
1	"	" 12s.
1	"	" 14s.

Attention was called to various marked effects from the inhalation of a mixture of bisulphide of carbon and chloride of sulphur used in the manufacture of certain india-rubber goods in the United States, where it was stated women were exposed to the noxious fumes.

With a view to ascertaining whether this was the case in London, certain india-rubber works were visited. No one, however, knew of any place in which women had anything whatever to do with the "semi-curing" branch of work in which this mixture is used. But the marked effects referred to were admitted by the manager of a large factory to display themselves in the case of men employed in the semi-curing room, mental excitement and insanity being one of the results. He was convinced that the bisulphide of carbon could be dispensed with.

The only composition used by the women, whether in making tennis balls, tubing, hoses, bicycle tyres, or water-proof garments, was a solution of india-rubber in naphtha. This, although unpleasant in odour, does not seem to be injurious when the girls have become used to it. The wages seemed comparatively high, and those of two departments I have tabulated from the wage books—

	Per centages of Women and Girls earnings.									
	Under 5s.	5s. to 5s. 6d.	5s. 6d. to 6s.	6s. to 6s. 6d.	6s. 6d. to 7s.	7s. to 7s. 6d.	7s. 6d. to 8s.	8s. to 8s. 6d.	8s. 6d. to 9s.	9s. and upwards.
"Sundries"	18.2	5.1	10.2	30.4	31.8	15.9	11.8	—	—	—
Costs	1.3	9.4	15.9	9.3	14.3	26.9	12.4	7.4	7.4	—

The number of hours worked in the "sundries" room was 59; in the cost room the women had only worked 47 hours that week.

Frequent reference has been made in previous reports to defective sanitary arrangements, and every complaint that has been made with reference to this matter in the provinces has been made by witnesses in London. Shops in Regent Street and Bond Street were quoted as needing inspection to enforce cleanliness. The medical officer of health for one district ascertained that certain evidence, given to me about a shop where no privy accommodation was provided for the three shop assistants, was correct. Evidence was also given of the hardships to which girls acting as cushion where only men were employed were subjected through the thoughtlessness and inhumanity of their employers.

I am, Sir,
Your obedient servant,
(Signed) CLARA E. COLLIER
Read and approved,
(Signed) HENRY OWEN

India
rubber
works.

(11) Tests
for san-
itary ar-
rangements.

(12) Rope
works.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS MAY E. ABRAHAM

(LADY ASSISTANT COMMISSIONER),

ON THE

CONDITIONS OF WORK IN THE TEXTILE
INDUSTRIES OF YORKSHIRE.

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THE EMPLOYMENT OF WOMEN.

To GEOFFREY DRACE, Esq., Secretary,
Royal Commission on Labour

May 9th, 1892.

INTRODUCTION.

Sir,

In accordance with the instructions given to me at a meeting held on March 7th, I have the honour to present a first report dealing with the conditions of employment of women working in the textile trades in Yorkshire.

The materials upon which my Report is founded have been obtained by the following methods:—

- 1 The reception of evidence from employers, workers, and medical men practising among the workpeople.
- 2 The inspection of over 70 mills and of a great number of the houses of the operatives.

As it was necessary to limit the number of mills in accordance with the time at my disposal, I have selected for inspection some of the best and some of the worst in each district, and some of an intermediate character, and I have been guided in this selection by information derived from operatives, employers, and factory inspectors.

For the purpose of my inquiry I have divided Yorkshire into four textile districts—Huddersfield, Bradford, Halifax, and Leeds, the last including the heavy woollen districts of Bailay and Dewsbury.

The branches of manufacture into which I have inquired are:—

- 1 Shoddy and woollen manufacture
- 2 Worsted manufacture
- 3 Cotton manufacture
- 4 Silk manufacture.

Tables of reference will be found at the end of the Report. The workers from whom I have taken evidence and the firms I have visited are referred to by numbers which correspond with those opposite their names in an index not included in this Report, and kept for private reference only.

KINDS OF FINES AND DEDUCTIONS.

Fines are the most general cause of complaint. I will therefore take them first. They may be classed under two heads—disciplinary and those inflicted on damages.

Disciplinary fines are mainly for late attendance at starting and in returning to work after meal hours, and they are inflicted upon time and piece workers alike. They begin, as a rule, at a penny for the first five minutes' loss, and reach from 3d to 6d according to the time. Sometimes the fines are presented to the local infirmary or applied for the benefit of the workers attached to the firm (e.g., Messrs. Martin, Halifax).

The heaviest complaints of the workers refer to fines for "damages." The class of workers most commonly fined—the weavers—state that in many cases the "barnes" are responsible for the damages for which the weavers are fined. Weavers also state that many damages are wholly unavoidable, and that some are caused by the use of inferior material.

Some firms deduct fine of all. For instance, at Messrs. William Thompson and Sons the fines for five months amounted to 1s. only. By this firm and by some others a certain time is allowed for the mending of a piece, a certain number of damages being considered unavoidable. Beyond that number the weaver would, as a rule, have to pay for the mending. The majority of firms fine heavily, and without any system, the power being frequently left to the "piece porter," i.e., the man who suggests the piece when it comes from the loom. In many cases the fines imposed amount to the wage earned upon the piece. For instance, in one mill (No. 69) a weaver was fined 6s. for the piece dropping 10 times. This was the full piece wage, and the damage was the "barnes's" fault. The following week,

for the same damage, the full piece wage, 11s. 4d., was stopped, and again the following week the same amount was, the full piece wage, was stopped, making in three weeks a total of 29s. These three pieces, and they had been "miled," were passed as "perfect," and the weaver claimed the return of the money which she had been fined. She was allowed to buy the first piece on which she had earned 6s., and on the other two she could only obtain 10s. of the 25s. she had been fined, though all the pieces were passed "perfect," and the original damages were not her fault. At the same time she has been fined 3s. upon a 51s. 6d. piece. All damages upon were the "barnes's" fault, and the fine had been imposed by the book-keeper. The weaver appealed from the book-keeper to the master, who reduced the fine from 3s. to 10s. This reduction is important as proving the absence of system which prevails.

At another mill (No. 60) a weaver was fined 11s. 6d. upon a 15s. 8d. piece for "broken pieces." The piece, when finished, was passed as "perfect," but the money, though claimed, was not returned.

In some firms the weavers have to do their own mending, the time thus occupied being equivalent to a fine.

At one mill (No. 17) if a shuttle from a neighbour's loom makes a "trap" in a weaver's piece, the weaver has to mend the "trap." This may occupy three hours.

At another mill (No. 109) weavers are constantly fined their piece wage, and are also fined for not having mended "hard twisted ends," which cannot be seen until after the piece has been dyed, and cannot therefore be seen by the master. Masters are not shown the piece when the fine is imposed, and when they ask to see it in order to be satisfied it is shown, and that there has been neglect on their part, they are threatened with dismissal.

Deductions are most frequently made for cleaning lavatories and for hot water. In the former case 1d. a fortnight is the general rate, and in the latter 1d. a week. Women sometimes have the option of taking it in time to clean the lavatories themselves or of paying to have it done. They generally prefer to pay.

Another form of deduction is of compulsory subscription to the infirmary. For example, at a Bradford mill (No. 109) a weekly deduction is made for this purpose.

Under the head of deductions may be classed the money fraudulently stopped from wages earned, by means of a false length of warp, or a false number of picks stated upon the weaver's card, the weaver being paid by the length of warp and number of picks. I have received evidence upon this point from weavers who have given me satisfactory proof of their statements about several firms, e.g., No. 68.*

DISPUTES.

In inquiring into disputes between employers and employed in which women have been concerned, I have only taken evidence after the conclusion of the dispute.

The first case was at Bradford (No. 109). The dispute originated among the overlookers who struck against a new arrangement in the mill, which involved more work without more pay. The weavers came out to support them and a lock-out ensued. A number of weavers failed to be reinstated, and new overlookers were engaged. The strike and the lock-out lasted a week.

At another Bradford mill (No. 116) the spinners threatened a dispute if their wages were not increased.

* A case has recently been decided at Leeds in which a weaver was obtained on such a charge.

Their demands were granted without a strike. Spinners earning 7s. 9d. and 8s. a week were raised to 8s. 3d. and 8s. 6d. respectively.

At another Bradford mill (No. 88) the weavers struck for an increased price as the piece, because of a greater difficulty experienced in weaving heavy yarns which had been recently introduced. The women obtained the desired concession after a few days' strike.

At some mills at Baxendale (No. 93) 110 women weavers came out on strike against a proposed reduction as follows:—

Box looms, 11s. piece, 1s. 3d. reduction.

Plain looms, 12s. 6d. piece, 1s. 9d. reduction.

The prices before the strike were 2s. lower than the Association scale, and the average wage of a box-loom weaver was 8s. 6d. per week, while that of a plain-loom weaver was 8s. 3d. per week. A small proportion of the women belonged to the Weavers' Association and were entitled to strike pay, but the majority were without means of support during the strike. By Union intervention the proposed reduction was lessened by 3d. in each case, and the weavers who were unable to hold out longer than a month accepted these terms and returned to work.

At a mill in Halifax (No. 6) men weavers were threatened with a reduction upon home of a certain make, which would lower their wages to those of men engaged upon lower paid looms. This was resented and was not insisted upon. The firm then proposed that the weavers receiving the higher price should play while those working at the lower paid looms should go on with the work of the men at play. Upon this the men's union ordered that the higher price paid for this work should be demanded and that the men should strike if this demand were not granted. The firm refused to grant it, and gave the men a counter notice to leave. The work they had been doing, viz., the weaving of Brussels carpets, because of its heavy nature, had always been considered unfit for women, but it is now done by women and boys who have taken the place of the men on strike.

The price paid to the men was 35s. per week; the women receive 30s. per week.

COMPARISON BETWEEN THE LABOUR OF MEN AND WOMEN, WITH A COMPARISON OF THEIR WAGES.

Weaving and wool combing are the two branches of textile manufacture in which women compete largely with men. In none of the other branches the work is recognised as belonging exclusively to one or the other.

In Bradford, Halifax, and Leeds few men are to be found in the cloth-weaving sheds except those employed as overlookers or as weavers upon looms considered too heavy for women to work. In the carpet mills of Halifax men and women compete to a certain extent for the same work as weavers, though here also it is upon the heavier or heavier looms that the men are more frequently employed.

In the largest Halifax carpet mill (No. 4) men and women are engaged upon the same work, the women being paid upon a lower scale than the men, viz.:

Women, average wage per truck, 12s. 9d.
Men, " " " 21s. 8d.

The firm stated in explanation of this difference that in the heavier parts of the work the women require assistance which is not the case with the men. So far, the weaving of Brussels carpets has been done by men only in this mill, but at another large Halifax firm (No. 18) women are now engaged upon this work as consequence of a dispute already described (vide supra).

In the cloth mills of these three districts, Bradford, Huddersfield, and Leeds, men and women engaged upon the same work at the same receive the same pay.

In the Huddersfield district the proportion of men to women amongst the weavers is much greater than it is in the districts of Bradford, Halifax, or Leeds, and in the Huddersfield district alone there is a weaver's scale according to which women are paid from 15 per cent. to 50 per cent. below men. The proportion of women is, however, rapidly increasing, and I found many firms where this scale is not in operation. At some places (e.g., No. 18) men and women were paid alike upon the weaver's scale. At other firms (e.g., No. 15) men were paid at a slightly higher rate than women, the women's scale being the basis of calculation on all classes of work.

The tendency with all employers is to substitute women's labour for that of men, and some have almost

entirely done so. (e.g., No. 18). In some mills (e.g., No. 20) none but women are employed, and I found one employer (No. 11) who had offered his men weavers 2s. each if they would find employment elsewhere.

In wool combing, which is mainly a Bradford trade, a large number of women attend during the day to machines which men attend at night. The same work is done by some men in the daytime, but whether they do it by night or day they are paid at a higher rate than the women. The average rate earned by women is 12s. a week, and by men 15s.

EFFECT OF THE LABOUR OF WOMEN UPON THEIR HEALTH.

With regard to injurious effects upon the health of women resulting from the nature of their occupation, I received complaints in reference to the following processes:—

In woollen manufacture, combing.
In shoddy manufacture, rag sorting, picking, and carding.

In rag manufacture, weaving.

In silk manufacture, gassing.

All other occupations are considered healthy.

All the women I have seen who work in the wool combing sheds complain of the effects of the intense heat, one witness stating that she had been ill for seven weeks in consequence. The temperature is generally higher towards the end of the week when it is laboured by workers to rise above 100° F. Another complaint is that the heat increases the effects from the bacteria, when these open directly from the shed (e.g., No. 122).

I visited a number of sheds in which I found the atmosphere close and the temperature high, and where the effects must have an injurious effect upon the health of those working there.

In the sorting and picking of rags for the manufacture of shoddy complaints are made of the injurious effects of the dust and smell arising from them. Large quantities of these rags are foreign, and arrive in a filthy condition having been packed closely together, sometimes for over twelve months.

I visited a number of places where the three processes of sorting, picking, and carding are carried on, and I found in most of them the atmosphere foul and loaded with dust. In one place (No. 92) the atmosphere was particularly offensive in a top room where French rags were being sorted. Immediately after my visit to this firm I was attacked by "shoddy fever," a complaint from which new hands suffer. In fact, "rag fever" the atmosphere is comparatively good. For instance, Mr. Eli Townsend, Oswest, had much improved the conditions of his shed by the use of fans, and Mr. Mark Oldroyd's shed at Dewsbury seems very pleasantly with the usual standard of the district. Certain classes of rags are shaken before being sorted at Mr. Oldroyd's and by this means the dust is removed.

At one mill (No. 98) there is a machine for shaking rags, but only those which have been carded and hence have already passed through the hands of the pickers and sorters are subjected to the process. In the carding room of this firm women are employed, and I received complaints of the injurious effects of the occupation upon their health. The atmosphere was affected by hydrochloric acid gas which was coming from imperfect pipes.

In the rag-weaving sheds the atmosphere was similar to that of the rag shops, but I received no complaints of any disease resulting from it. The clippings from which the rags are made are tailors' and dressmakers' cuttings, and are therefore not infected by vermin or liable to convey syphilis disease as are the cut-off rags used in shoddy manufacture. As these clippings are, however, in many cases swept from the floor, a great deal of dust is disseminated in the course of their manufacture into rags. The effect produced is much aggravated by imperfect ventilation, and by crowding of machinery, the looms in one rag factory (No. 48) being so close together that I could walk with difficulty past through the shed. In Messrs. Sykes Gordon Works the atmosphere was much denser and less offensive, fewer hands being employed in each shed and much greater space being allowed for air.

In silk manufacture the complaints referred to the atmosphere in the gassing-room, where the thread is passed rapidly over gas jets to remove the loose fibres. I found, notwithstanding considerable wool ventilation, the atmosphere in one mill (No. 182) loaded with the products of gas combustion and very much heated.

The mill belonging to Messrs. Clayton, Murgatroyd, and Co., Halifax, compares favourably with the last, as the effects of gas combustion are hardly noticeable, owing to careful ventilation by fans. Dr. Bell, of Bradford, is strongly of opinion that employment in the gassing-room is very injurious to health. The women in the gassing-room mentioned above (No. 126) all looked unwell, some extremely so.

Important sanitary accommodation, about which complaints are frequent, I find to be common to all mills, and to exist in the majority of those I have visited, or about which I have received evidence.

The accommodation provided is seldom sufficient for the number of women employed, the closets are in a dirty and offensive condition, owing to an imperfect system of drainage, and frequently the only ventilation is from the workroom. These defective arrangements are worse in some mills than in others, e.g., No. 88, No. 95, and No. 117 at Bradford, No. 74 of Whalley, No. 114, near Shipley, No. 60 at Bailay, and No. 44 at Leeds.

In some places (e.g., No. 85) there is not more than a foot and a half between the worker and the door of the lavatory.

What is known as the "tab system" is in most general use, both inside and outside the mills. When introduced in the mill yard, and having free ventilation, it is often unobjectionable, but in those mills where the accommodation is inside the women raise great objections to it, and complain that owing to neglect the closets are sometimes unfit to use (e.g., No. 44), and that the efforts in the rooms is notably injurious to health.

In a small number of cases there is a regular supply of water, and when this is so the accommodation is otherwise good and clean.

There is a third system, in which no water is used, but provision is made for flushing with water, which in some places is done once a day. If, however, the flushing is not carefully carried out, but neglected for several days, the women complain that the places become unfit for use (e.g., No. 94). One firm (No. 55) has abolished the flushing system because of the injurious effects upon the workers, and has supplied accommodation in the millyard. Some firms (e.g., No. 105) drink the injurious effect upon the health of the women of inadequate indoor arrangements, but contend that the responsibility is not theirs but the landlord's, as they only rent the buildings.

As a matter affecting their health, many women complain of the absence of any provision by which they can get comfortable meals. In the majority of cases they are obliged to drink cold tea for breakfast made overnight, and brought to the mill in the can. As a rule they cannot warm their dinner. In some cases, on the contrary, it is possible to obtain hot water and make fresh tea, and in a few cases hot food. At Mr. Mark Oldroyd's mill, in Dewsbury, hot water and milk are provided free of charge, and victuals kept who make tea, coffee, or soup for the women. At Messrs. Crossley's carpet mill, Halifax, a restaurant and dining-room are supplied, at which the workers obtain food at the usual price, and if they desire it, can have their own food heated for them.

The only accidents peculiar to women's work in mills are caused by shuttle flying. These accidents are very common, and vary greatly in their importance. I received evidence of eleven cases in which workers had recently lost an eye, some of which resulted in complete loss of sight—

- No. 73.—1 case.
- No. 77.—1 case.
- No. 81.—1 case.
- No. 102.—2 cases.
- No. 103.—1 case.
- No. 104.—8 cases.
- No. 105.—1 case.
- No. 106.—1 case.
- No. 127.—1 case.

From Dr. Bell, surgeon to the Eye and Ear Hospital, Bradford, I received evidence of the death of one weaver occurring within 24 hours of a blow upon the head from a shuttle. Of smaller injuries to the eye and other accidents I received numerous complaints.

Two kinds of shuttle-guards have been invented for the prevention of accidents, namely, the "wing guard," and the "bar guard." The wing guard is a net placed at the head end of the loom, and it is a protection from the commonest form of accident, i.e., injury from another weaver's shuttle. This guard is, however, no protection to the weaver from her own shuttle. The

bar guard is attached to the "slay," and extends along the course of the shuttle keeping it in its place.

Neither of these is in general use. Some firms disclaim any need for guards. For instance, at one of the mills referred to above (No. 103), the manager stated that guards were unnecessary, although I had received evidence of an accident resulting in the loss of an eye at that mill from the factory inspector and the operative.

Other firms admit the need, but urge that no perfect guard has been invented, and that the weaver themselves object to use guards (No. 44). At a mill at Halifax (No. 84), a very imperfect attempt is made to check the course of the shuttle when it flies. The wing guard is used here though it is obviously unsuited to the shed, but the employees state that all bar guards are imperfect, and are objected to by the weavers. The wing guard, to be effective, should extend to meet the greatest angle at which the shuttle can fly, and if the loom be placed between others, it should be guarded at each end. At the last-mentioned mill (No. 84), the "loose gale" is so narrow, and the looms so closely placed in line, that only every second loom can be guarded, and these only at one end.

As against these statements, I have received evidence from two firms, Messrs. Martin and Messrs. Harrison and Shaw, who are perfectly satisfied with bar guards, which they have had in operation some time. The weavers in these cases have expressed satisfaction at the benefit derived from the guards, and the complete freedom from hindrance to their work. The point is not by Messrs. Martin, of Halifax, is "Macroft's" of Manchester. It has been in operation since 1889, and the price per loom ranges from 2s. to 2s. 6d. On one occasion a guard had to be removed while a loom was being repaired, and during the time that the guard was off a girl, waiting at a distance of three looms, was seriously injured on the head by a flying shuttle. Messrs. Harrison and Shaw, Leeds, state the patent known as "Hobbs' look-out," of Bradford. They state that it has been in operation for a considerable time, and they believe that the cost per loom is about 10s. 6d. The weavers in this case also are thoroughly satisfied with the guard.

One overlooker (witness No. 27) has told me he is acquainted with a number of overlookers who oppose the introduction of guards because they believe it would entail extra trouble upon themselves. Two overlookers (witnesses No. 6 and No. 59) are of opinion that all but a "slide" looms should have suitable guards.

At one mill where accidents occur frequently, (No. 98) the owner of the mill expressed his surprise to adopt a guard if he could hear of one that had been successful. I referred him to one of the patents to which I have referred, and he stated his intention of giving it a trial at once. My visit was on the 30th of April. On the 17th of May I received a letter from a weaver at the mill, in which she states that no shuttle guards have been tried, and that the mill "is more dangerous" than ever, owing to the increased speed of the "machinery." This weaver goes on to state that the shuttles which fly average almost one a day.

The authorities of the Bradford Eye and Ear Hospital strongly recommend the use of shuttle-guards.

EFFECT OF THE LANGUAGE OF WOMEN UPON THEIR MORALITY.

I have made the most careful inquiry into the effect of mill life upon the morality of women, girls, and children, and I find that in a number of mills the overlookers do use loose and violent language, which it is considered has a harmful effect, especially upon the children. There are undoubtedly some few cases of direct immorality in connection with a system of "favours" (e.g., No. 35), but a more general cause of immorality in girls and children is insufficient sanitary accommodation, the same closets being common in some mills to men, women, and children (e.g., No. 111). A great deal of importance is attached to the evil effects of this system upon the morals of the workpeople by persons in the district, and from residents which come under my own observation I can fully endorse their opinion.

Beyond this there is no special tendency to immorality among mill-workers. Much of the good conduct of a mill depends upon the individual character of the overlookers, and, in those mills where care is taken by the masters, the morality is no doubt better than in the mills where the masters set a low tone (No. 111).

The immorality of children is attributed, and probably correctly, to the fact that the inadequate sanitary accommodation I have mentioned as being so injurious is most general in spinning rooms, and this is just the part of the mill where children are largely employed. In considering this part of the subject, I have had in mind the regulations which have long been thought necessary in well-ordered elementary schools; and I think if the same standard of sanitation and decency were enforced in mills, a very valuable improvement would result in the moral condition of the persons employed.

EFFECT OF THE LABOUR OF WOMEN UPON THEIR HOMES.

Great differences of opinion exist among workers as to the advisability of restricting by law the employment of married women in mills, although all classes agree in the undesirable effect of the absence of the mother upon the home.

The prejudice against mill-work for married women is strongest in the Huddersfield district, and some of the employers have rules under which it is prohibited or gradually discontinued.

One employer (No. 10) takes no fresh workers known to him to be married, and those who marry while in his employment cease work at the end of six months.

At another mill (No. 21) married women continue in employment until they leave for their confinement, but are not taken back afterwards, nor are fresh hands taken who are known to be married.

At another mill (No. 19) no married women are taken on, and, until recently, those who marry during their employment were discharged. The latter rule is now modified, and women who marry during their employment are allowed to remain, as in the case of No. 21, until childbirth, and do not afterwards return. The more stringent rule was introduced by one of the founders of the firm, who had worked his way up from the rank of a workman, and who believed that a "great deal of the unhappiness and drunkenness in working families arose from the wives being in the mills, and from the consequent dirtiness and untidiness of their homes."

In another mill (No. 11) the employment of married women used to be prohibited, but recently it has been allowed, because other mills being open to married women the rule failed to serve the purpose for which it had been designed, that of keeping the women in their homes.

Altogether four employers expressed to me their approval of compulsory restriction of married women's employment, but I found all the others I consulted had not previously considered the question, and now regard it with indifference. They admit that married women's labour is undesirable, but are indifferent to the means taken to check it.

The advocates of restriction state that the loss to the home consequent on the absence of the mother is much greater than the gain obtained by her wages. This is sometimes the case when the calculation is made in actual money when the amount earned in the mill is paid weekly to someone else for the cleaning and care of the home. Mr. Egerton, the manager of Messrs. John Brooks and Sons' mill, quoted in support of this argument a case in which the woman drew 10s. a week in wages, and paid 12s. a week for the care of her home. In such cases of course the husbands are also employed.

Among the workers a number of married men who had realised the harmful effect upon their own homes of the absence of their wives, advocated strongly some form of restriction, and some married women held the same view. The majority of unmarried women are decidedly opposed to the employment of married women in the mills.

On the other hand, many workers fear the immediate result of a complete withdrawal of married women from the mills, and fear the effect upon homes practically maintained by the wife's labour, either where the husband is dead or disabled from work, or where he is unemployed and the withdrawal from the mill of his wife would not necessarily be followed by the substitution of himself.

The large majority of married women at present working are opposed to any restriction.

It is also urged that the restriction of married women's labour would give an advantage to unmarried women in wage earning, and thus discourage marriage and encourage the evasion of the law by concealment of marriage.

CONCLUSIONS.

In conclusion, I am of opinion that the conditions of mill life in Yorkshire for women and children could be much improved by a more thorough system of inspection in factories. It is not possible for the present staff of inspectors to devote time to a detailed inquiry; nor is it possible that they should, without such inquiry, become acquainted with the conditions of women's labour. The difference of wages for men and women where both are engaged in the same employment appears to be a matter for trade organisation, but the due ventilation of the workrooms, the safety of machinery, and the necessary sanitary arrangements, could be enforced by law, *i.e.* if it were possible for the inspection to be efficiently carried out.

I am, Sir,

Your obedient servant,

(Signed) H. R. AGAR.

Read and approved,
(Signed) EMMA OBER.

(a.) HUNDESFIELD DISTRICT—continued.

Index No. of Works.	Occupation of Workmen.	Index No. of Firm.	Wages.	Fines.	Sanitary Accommodation.	Guarding of Machinery.	General Remarks.
16	Employer -	21	Wages, average 12s. 6d.	No fine, but weaver would be charged 4d. for one broken pick.	In mill yard -	No shuttle-guards on fast looms; considered unnecessary.	Preferred women's labour to men's; men's work not so fine, or continued after children, or married with a family. "to be easier to deal with."
17	Employer -	22	Wages, average, full time, 12s. Eight old men employed, paid same rate.	Lost in overtake, say damage under 2 years charged 4d. yard.	Separate for men and women -	Shuttle-guards on some, but not all fast looms.	Preferred -
18	Worker -	23	Wages, average 10s., men paid 5d. extra above this women.	Not heavy; no standard, but decided by employer.	One lavatory in corner of shed; used by both men and women in second shift.	Accidents arise from flying shuttles.	—
19	Worker -	24	Wages, average, full time, 14s. 6d.	Not heavy	Some lavatories off shed not in use; others overcrowded.	Women's fine badly on these looms; in former from flying shuttle.	"These" is rough with women and some bad language.
20, 21	Worker and employer.	25	Wages, average, full time, 20s.; women paid on scale; men 1s. per cent more.	Men, dismissed for bad work.	In mill yard, lavatories for men and women in same block.	No shuttle on fast looms.	Employ women weavers in preference to men.
20 & 22	Worker and employer.	26	Wages, average 12s. 6d.; pay on scale.	Two broken picks allowed; then fixed 2d. to 6d. a pick; fixed by "pickman."	Wooden lavatories inside shed; women's two yards from looms where men worked.	Fast looms; no guards.	—
22	Worker -	27	All paid women's scale; no odd out money paid; short time, 7s. per week; full time 12s. 6d. per week.	None	Good; clean	No shuttle-guards; one accident occurred recently.	—
24	Worker -	28	Wages, average 15s.	Small	Water in lavatories, but had efficient woman; supervised once in ten years.	—	—
25	Worker -	29	Average for per week -	Standard allowed; then 2d. per hour; per cent charged on hour; all dripping from looms to floor; no standard.	Waters in lavatories, but had efficient woman; supervised once in ten years.	—	—
26	Employer and worker.	30	Wages, average 14s. 6d.; men paid 1s. per cent more up to 5s. pick, 2s. after 5s.	Disputed preferred	Lavatories inside mill close to shed	No guard; shuttles fly	If shuttle flys through piece "man" is killed; heavy solution impossible.
26 & 29	Workers -	31	Wages, women, paid 1s. per string less than men.	—	Men use one of the women's lavatories; women occasionally come to mill yard.	Slow looms	—
29 & 19	Employer and worker.	32	Wages, average 15s.; pay to association scale.	Not many days, but weavers send their pieces; arrived in wagon-book in five or six days.	—	—	—
31	Employer and workers.	33	Wages, average 15s.; men paid same as women.	Standard fine 4d.	Lavatories in yard; small somewhat	—	Reducing number of men weavers; now only two; building a dining room, but do not provide water.

(A.) BRANDFORD DISTRICT.

Index No. of Witness	Occupation of Witness	Index No. of Firm	Wages	Hours	Factory Accommodation	Guarding of Machinery	General Remarks
43, 75, 10, 31, 32, 44	Woolmen	73	Woolmen, average 14s.; foremen average 16s.	Very few; M. every 3 months for showing of inventories; woolmen are in order.	Open out of sheds; small sometimes; top shed mostly badly.	Woolmen lost eyes, now quite blind; had worked there 40 years, all learned to 4d. per week.	Not water provided and women attend to stock drivers. Women distressed for giving information. No hot water, nearly lapsed in some hot, very unpleasant; length of warp stand on ticket 44 yards; actual length 40 yards. Cannot get hot water for soaks.
44	Woolman	74	Best woolman average 14s.; general woolmen average 11s. 6d.; foremen average 14s.	Up to 5s. 6d.	Jewellery in shed; filthy; effluvia in shed, not cleaned for a year.	Woolmen had been knocked down by blow from scuttles.	Can't get hot water for soaks.
44	Woolman	75	Woolmen best wages average 14s. per week; better woolmen.	-	Launderies cleaned once a year; all water in shed.	-	Can't get hot water for soaks.
45	Woolman	76	-	-	No laundry provided for men, who do their own washing; effluvia in shed; no water in spinning rooms.	-	Can't get hot water for soaks.
45, 46, 47	Woolmen	77	Woolmen average new broad looms 12s.; average formerly 11s. 6d.	Very few woolmen are in "cash" for last attendance.	Open out of shed.	Shedding of fleeces, woolmen had eyes taken out and lost sight.	No accommodation for meals; ventilation bad; best opportunities; some hot water ventilation which some great draughts.
48, 49, 50, 51	Woolmen	78	Woolmen, all classes, average 14s. 6d.	2nd best; woolmen are in order.	Off room; hot well ventilated.	Woolmen badly set on hand from sheds.	Thus very broken.
51	Woolman	79	Woolmen, broad looms, average 13s. 6d.; border looms average 12s.	None	Off shed; very bad till short time ago.	-	Thus very broken.
51, 52, 53, 54	Woolmen	80	Woolmen, two broad looms, top wage 14s.; one loom, top wage 12s. 6d.	Very few	Off shed; no water; woolmen close.	-	Thus very broken.
55	Woolman	81	Woolmen, two looms, full time, 13s. 6d.	Not many	Off shed, but effluvia in water weather, not regularly washed.	Woolmen lost eyes; 8d. compensation; some looms guarded; several methods.	Thus very broken.
56	Woolman	82	Woolmen, highest 16s. per week	-	In yard fair; formerly cleaned by woolmen, now done by boy, open shed; shed cleaned out; woolmen in shed sometimes very bad.	Girl had finger taken off six years ago; machinery guarded since then; guards in shed open out of shed.	Thus very broken.
57	Woolman	83	Woolmen, average 11s. 6d. and no doing "play."	May be first piece-wage	In combing room bad; otherwise good.	Woolmen are in order; woolmen but not set on shed and very bad.	Thus very broken.
58	Employer and woolmen	84	Woolmen, 8d. time, average 14s.	None; dismissed for bad work	Off shed and very close to looms; no water except in spinning room.	No guards on foot looms.	Thus very broken.
59	Woolman	85	Woolmen, average 12s. 6d. per week for cleaning fleeces.	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
60	Woolman	86	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
61	Woolman	87	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
62	Woolman	88	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
63	Woolman	89	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
64	Woolman	90	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
65	Woolman	91	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
66	Woolman	92	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
67	Woolman	93	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
68	Woolman	94	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
69	Woolman	95	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
70	Woolman	96	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
71	Woolman	97	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
72	Woolman	98	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
73	Woolman	99	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.
74	Woolman	100	Woolmen, average 12s. 6d. per week	For small damages 1s.; pay 1d. per week for cleaning fleeces.	Open out of shed close to looms; earth; mud in hot vent.	Several accidents; woolmen hit woolmen; woolmen hit woolmen.	Thus very broken.

(b) BRADFORD DISTRICT—continued.

Index No. of Woman	Occupation of Woman	Index No. of Firm	Wages	Hours	Employment Association	Guarding of Machinery	General Remarks
05, 44	Employer and worker	89	Wages not allowing for broken time 11s. 10d. per week; allowing for broken time 7s. average.	Wages charged 2d. an hour for member's time, fixed frequently; deduction for idleness.	Lockers off shed, close to machinery; water, heat, of order, and offensive smell.	Accidents frequent from flying shuttles; women hit badly upon head, no guard.	Looms placed too closely together; great violence shown by master to woman who was thrown down steps.
65	Worker	90	Wages, average 5s. 6d.	For small loomages, payment 1d. for loomages.	Leading off shed by steps, very small.	Witness hit two or three times.	—
66	Manager	91	Wages, full time, 14s. average.	Wages pay for loomages at lay pace.	Off each room, as witness used by all.	No guards.	—
67	Worker	92	Wages, 7s. 10s. 6d.; twopenies 8s. 6d.	None.	Room, which are carried through rooms to lay a day and empty very offensive smell.	—	—
68, 69, 70, 71.	Worker	93	Wages, average 8s. 6d. per week.	None; send own piece.	Good water; women clean over work.	Slow looms.	Begin to vacuum straps against reduction; accident by Union accident in housing accident of reduction.
71, 72, 73.	Employer and workers	94	Wages, average, full time, 13s. 6d.; partial average 11s. 10d.	Very low.	No ventilation except late shed; in summer very bad, offensive when wind.	Shut down constantly; witness hit behind ear, blood for three hours; girl had hole made in arm.	Master promised to adopt shuttle-guard but has not yet done so.
74, 75	Workers	95	Wages, average 8s. per week.	Beginning system.	Close to looms; witness hit do not act, small body, generally dirty.	Wages hit behind ear.	No hot water, but can warm food.
76	Worker	96	Wages, average 8s. per week.	Child was asked to hear working witness clean.	Ever loomed for 200 years; witness clean.	Accidents frequent from flying shuttles.	Wages for doubling very dirty; cannot work anything.
77	Worker	97	Wages, full time, average 13s.	None.	Off shed; hot water and sets well.	Accidents from hot water shuttles.	Can beat mules.
78	Worker	98	Wages, average 24s.	Not easy; wages not in order.	Good; pay 1d. a month for change.	Wages at least two months from time of flying shuttle; accidents frequent.	No potatoes given in field.
79	Worker	99	Wages, average 12s. 6d.	Very low; wages not in order.	Very good; water; open from shed.	—	—
80	Employer	100	Wages, average 12s. 6d., three-quarters.	None, very low.	Off spinning room and weaving shed; in both cases small, narrow shed.	Several bad accidents from flying shuttles.	—
81, 82, 83.	Worker	101	Wages, average 12s.	—	Super and hot water through shed.	—	—
84	Worker	102	Wages, average 14s. 6d.	None.	Looms, shed, every night, half made shed, close to looms.	Overlooker of opinion as due looms should be regarded; two women lost an eye.	Boy brings hot water as girls usually warned.
85, 86, 87, 88.	Manager and worker	103	Wages, average 13s. 11d.	Average 2s. per week.	Off shed; only one door to four looms.	One woman lost eye, another badly hit; manager stated too small for guards.	Strike and lock-out which lasted a week; workers made in support of overlookers who opposed extra work for same pay.
89	Worker	104	—	—	—	Wages hit eye from flying shuttle.	—
90	Worker	105	Wages, average 14s. 6d.	Partial dismissal.	Off shed shed.	Have guards next woman lost eye two years ago.	—
91	Worker	106	—	—	—	Wages hit eye from flying shuttle.	—

* 14d. has since been paid her as compensation for injuries inflicted.

(b) BARROUD DISTRICT—continued.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Wages.	Hours.	Housing Accommodation.	General of Machinery.	General Remarks.
91	Employer	107	Wearers, average 11s 9d.	Very few	Good	-	Clean and well ventilated; broken brick 15 per cent.
92	Worker	108	Spinners 8s. 6d. to 10s.	None	Launderies built inside spinning rooms; very badly constructed; drains in rooms.	-	-
93, 94	Employer and worker.	109	Employer stated average wages, messless 12s.; workers stated average wages, full time 11s., dark time 7s.	Heavy; often piece wage; women not allowed to see price for which they are spun.	One lavatory for 300; bath in room; no cold water; no heating; no ventilation.	None.	Spinning paid 10s.; girls frequently dismissed from both plants at the end of first month.
95	Worker	110	No wage paid first month, as work these months; 12s. 6d. and 10s. 6d. to 10s. 6d.; varying 8s. 6d. to 10s. 6d.	-	-	-	Menstrual very bad as the part of both employees and men.
96	Worker	111	Spinning 8s. 6d. to 10s. 6d.; varying 8s. 6d. to 10s. 6d.	For half time; if 5 women late at 6.30-10 wages 1s. 2d. per day; if at home half day stopped 1s. 2d.	All use same lavatory in spinning room.	-	Overcrowded; very noisy and rough with children.
96, 97	Worker and employer.	112	Spinning 8s. 6d. to 10s. 6d.; drawers 10s.; boys 10s. 6d.; cleaners 11s. 6d.	Once for dinner; 1st attendance 1st off half time wage; if 3 women part 5 sent home till 6.30.	Same lavatory used by all.	-	Overcrowded; very noisy and rough with children.
98	Employer and worker.	113	Spinning 8s. 6d. to 10s. 6d.; drawers 10s.; boys 10s. 6d.; cleaners 11s. 6d.	Once for dinner; 1st attendance 1st off half time wage; if 3 women part 5 sent home till 6.30.	One lavatory at each end of room; used by boys, men, and girls.	-	Overcrowded; very noisy and rough with children.
99	Worker	114	Spinning 8s. 6d. to 10s. 6d.; drawers 10s.; boys 10s. 6d.; cleaners 11s. 6d.	Once for dinner; 1st attendance 1st off half time wage; if 3 women part 5 sent home till 6.30.	Same used by all in spinning room; lavatory open out of room; no ventilation.	-	Overcrowded; very noisy and rough with children.
100	Worker	115	Spinning 8s. 6d. to 10s. 6d.; drawers 10s.; boys 10s. 6d.; cleaners 11s. 6d.	Once for dinner; 1st attendance 1st off half time wage; if 3 women part 5 sent home till 6.30.	Same used by all in spinning room; lavatory open out of room; no ventilation.	-	Overcrowded; very noisy and rough with children.
101	Worker	116	Spinning 8s. 6d. to 10s. 6d.; drawers 10s.; boys 10s. 6d.; cleaners 11s. 6d.	Once for dinner; 1st attendance 1st off half time wage; if 3 women part 5 sent home till 6.30.	Same used by all in spinning room; lavatory open out of room; no ventilation.	-	Overcrowded; very noisy and rough with children.
102	Manager	117	Spinning 8s. 6d. to 10s. 6d.; drawers 10s.; boys 10s. 6d.; cleaners 11s. 6d.	Once for dinner; 1st attendance 1st off half time wage; if 3 women part 5 sent home till 6.30.	Same used by all in spinning room; lavatory open out of room; no ventilation.	-	Overcrowded; very noisy and rough with children.
103, 72	Employer and worker.	118	Spinning 8s. 6d. to 10s. 6d.; drawers 10s.; boys 10s. 6d.; cleaners 11s. 6d.	Once for dinner; 1st attendance 1st off half time wage; if 3 women part 5 sent home till 6.30.	Same used by all in spinning room; lavatory open out of room; no ventilation.	-	Overcrowded; very noisy and rough with children.

(b) **ENVELOPE** Distinct—confined.²

Index No. of Missions.	Organization of Mission.	Index No. of Missions.	Wages.	Funds.	Sanitary Accommodation.	Guarding of Machinery.	General Remarks.
204	Employer	130	Average for women 15s. per week; for girls 9s. per week; for young girls 8d. to 1s. 6s. per week.	Loans, 1d. for every 4 missions; 1s. for known to rebel allies.	Off each room; bag system	Beds dangerously placed, inmates' coats sometimes dropped suddenly while passing through door.	Atmosphere in dining room very bad; girls unable to sleep.
106	Employer	141	Men and women paid 10s. (gross) per week (not net).	For damages and loss attendance -	Off shed; fur	-	Well ventilated and clean.
107	Manager and workmen.	142	Wool combers, average 15s. per week.	Absent -	Off shed; very dirty; women complained of condition	-	-
108	Worker	143	Wool combers, average 11s. per week.	Same	Fur	-	-
109	Worker	144	Wool combers, average 11s. per week.	Absent -	Lowest at top of building; very small	Building not finished, windows caught when working on machine.	Hot houses; windows ill for airing results in congestion.
110	Worker	145	Wool combers, average 11s.	-	Laundry good, beds apart from shed; girls clean every week.	Shops leading to machine room very dark and dangerous.	-
111	Worker	146	Wool combers, average 11s.	-	Good.	-	-

(a) HALIFAX DISTRICT:

109 & 110	Employer and worker.	1	Card-rooms 24h. to 24h.; women 14; 1 woman 10; 46 women 150 6d.; 4 women 11; 11 1d.	After 6 o'clock, 1d.	-	Micro and women run same lavatories in spinning and weaving rooms; dirty; no water.	All fenced.	Disappearance of married women working, stopped all married women during slack time. Quitting room well ventilated by fans, occupied favorably with MIL No. 150
111	Manager and workmen.	2	Weavers, average, full time, 14h. per week; women 9 to 34c.	Per damages up to 5c. 6d.; applied to benefit of workers.	Good; water, weavers clean in room.	Quarrels upon all four looms; thoroughly satisfied with gravel used.		
112, 113	Manager and workmen.	3	Wife making 1; spinning 6d.; turning 10c.; drawing 10 to 15c.; weaving 14c.; wind- ing 10c.; twisting 10c. 6d.; ginding 15c.; tooling 14c.	None	Open out of rooms in most cases; some out of order; boys and girls use same.			
114	Employer and workers	4	Weavers, average 144, 5d.; weavers, average 13c. 5d.; weavers, aver- age 10c. 6d.	Per damages added; imposed 1 for late attendance to year 24d. 1c. 1d. on 1,478 women.	Good; all water; staff of women help to clean.			All fence for late attendance go to with funds for workers, during room and restaurant attached to mill
115	Employer and workers	5	None sent as promised	Per damages	Water and clean; choice for men and women separate, but men and women together.	Spool of looms 180 picks per minute; no germs, whole of looms disengaged.		
115, 116	Employer and workers.	6	Weavers, average 13c. 10d.; women and men paid alike, spinning 7c. 5d. to 5c.	One fourth of damage charged by contractor is charged to worker	Looms in same rooms used by boys and girls; as a rule very dirty and old; women con- sidered, especially of those in weaving shed.	Thread looms run to 180 picks per minute; put beam at loom and shuttles hold to 60 off board and let weave.		Can heat food and get hot water, flower drops, through which also women have been replaced by women at a much lower rate of pay.

(c.) HALIFAX DISTRICT—continued.

Index No. of Women.	Occupation of Woman.	Index No. of Firm.	Wages.	Hours.	Sanitary Accommodation.	Overseeing of Machinery.	General Remarks.
116, 119	Employer and infrastr.	7	Women, average 10s. per week.	Day five-holds; usually not more than 4s. per firm.	On buildings, flanked twice a week.	Shut looms.	Can heat stables.
117	Employer	8	Seignior 8s. to 10s.; weavers 10s.; weavers 10s. 6d.; drivers 10s.; women 11s.	None.	Small; clean; no water. For keys and girls next each other.	-	Can get hot water for stables.
118	Employer and business	9	Wool combers, average 10s. per week; wool combers, none, 10s. per week.	None.	Lavatories off shed; water flushed every night.	-	Women paid lower than men.

(d.) LUDLOW DISTRICT.

118, 120, 121	Employer and workers	44	Women average 10s. per week; men 10s. 6d. to 12s. 6d.; drivers 10s. 6d.	None.	Practically dry; in one room; generally dry and out of order.	No gas, admitted that stables flow through windows.	Two stables for leading stables; one for dry and one for wet.
122	Worker	45	Women, average 10s. per week.	None; drivers for bad work.	Water and clean; in room.	Looms clean.	Women pay 1d. a week for hot water stables.
123	Worker	46	Women, average 10s. 6d.; drivers 10s. 6d.	Lights, 1d. and 6d.	On stables; water but out of order.	Looms rather clean, but stalling by	-
124, 125	Employer and workers	47	Tag women 11s. to 10s. per week; drivers 10s. 6d.; spinners 10s. 6d.; women 10s. 6d. to 10s. 6d.; women 10s. 6d. to 10s. 6d.; women 10s. 6d. to 10s. 6d.	For damages and late attendance; drivers from postmaster put to bed; from time workers to benefit of firm.	Women complained of badness; dirty and neglected; had to be washed.	-	-
126, 127	Employer and workers	48	Women 10s. 6d. to 10s. 6d.; drivers 10s. 6d. to 10s. 6d.; women 10s. 6d. to 10s. 6d.	Left to discretion of partner; generally clean.	Room in spinning-room.	-	Material very bad; time very short.
128, 129	Employer and workers	49	Women, full time, average 10s. 6d.	Average 8s. to 10s. 6d.	In dining room; water very dirty.	Hallo and Lichen's 6' patent in use.	-
130	Employer	50	Women, average 10s. 6d.; drivers 10s. 6d.; women 10s. 6d. to 10s. 6d.	For damages but women allowed to leave, taking full wages if also perfect.	Outside shed, dirty.	Bread looms running to 120 picks per minute; no gas.	-
131	Employer	51	Spinning 6s.; drawing 9s. 6d.; reeling 10s. 6d.; winding 10s. 6d.	None.	Good.	-	Have dining room with hot water and laundry.
132	Employer and workers	52	Women 10s. 6d. to 10s. 6d.; drivers 10s. 6d. to 10s. 6d.	None.	Good water.	-	Atmosphere in leading-rooms bad.
133	Worker	53	Tag sorting 10s. to 10s. 6d.	None.	Women do not use, because open to road, and no door.	-	Room free from dust.

(d.) Lanes District—continued.

Index No. of Woman.	Occupation of Woman.	Index No. of Firm.	Wages.	Hours.	Sanitary Accommodations.	Guarding of Machinery.	General Remarks.
134	Employee	54	Bag weavers, average wage 12s. 1d. to 15s. 6d.; full time, average wage 15s. 6d.	None	Good water; drainage from room.	-	Ventilation very good; three fans in use; room fairly clear from dust.
135	Worker	55	Women 14s. 6d.; full time, 16s.; 12h. 10s. and 14s. 6d.	Ad. to 7h. 6d. for damages.	Excessively in mill, but were found to be remarkably so both in ventilation and in drainage.	-	Statement of wages being in child's scale agreed on with Western Association; disapproval of employment of married women.
136	Worker	56	Women 14s. 6d.; average 15s. 6d.; full time, 16s.	Very light.	Quartz mill.	-	Play a month or longer, exclusive of holidays.
137, 138, 139, 140	Workers and employer.	57	Women, average 13s.; 12h. 10s.	None; some weavers do menial work.	Good, but open out of room in which men work; weavers clean. Dirty and effluvia; suffered by men; not whiskered for five years.	-	Fine jobs and false length of warp existed in weaver's shed.
141	Worker	58	Women 14s. 6d.; full time, 16s.	Very heavy; piece-work taken several times; weavers pay for cleaning of looms.	Very bad; open into shed and clean injurious open weavers' shed; ventilation very poor.	No guards.	Hot water and milk provided free of charge twice a day; rag sorting room clean; this dis- tinct from others.
142	Worker	59	Women, full time, 12s. 6d. average; 12h. 10s. and 14s. 6d.	None; menial pieces.	Looms outside ventilated; these inside were not.	No guards.	Room very dirty and dirty; no ventilation in winter; no water in pit; cannot get hot water or bathed.
143 & 144	Employee and worker.	60	Bag weavers, 15s. to 14s. full time; 12h. 10s. average 16s. 6d.	Very few.	Looming in setting room.	Station fly.	Has cruetina.
145	Worker	61	Women, average 14s.	None; menial pieces.	2nd., for men and women together outside.	-	Has cruetina.
146	Worker	62	Women, 14s. average.	None; menial pieces.	Excellent drainage from mill; very dirty and effluvia.	-	Shed very dirty; heat made in string pit; very dirty; no price stated on tickets.
147	Worker	63	Women, 15s. 6d. average.	-	Looming in yard and cleaned for 12 hours; very dirty and menial.	-	Three very broken; false length of warp stated on tickets, also false number of jobs; no price for heating sheds, except in steam box.
148	Worker	64	Women, average, full time, 14s.	For damages.	Very dirty; many cannot see.	-	Three very broken.
149	Worker	65	Working, full time, 12s. 6d.; 12h. 10s. and 14s. 6d.; 12h. 10s. and 14s. 6d.	Very heavy and without system.	Two men business hall; weavers clean in lanes.	Station fly frequently; clear of effluvia; no safety to eye by shade from bar over looms.	

(d.) LANE DISTRICT—continued.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Wages.	Hours.	Sanitary Accommodation.	Guarding of Machinery.	General Remarks.
—	—	76	—	—	—	—	Atmosphere very bad; filled with fog dust.
148	Employer	71	Average wage, excluding children, 11s.	No fines, but loss half day if late than 4 o'clock.	Two lavatories outside, very dirty.	—	Atmosphere loaded with dust, but place kept clean, and dust largely removed from ceiling.
149	Manager	75	Barriers, average 11s. 3d.; fitters, average 12s.	—	Outside, very dirty, and filthy; women lay much waste in room.	—	Atmosphere very bad; no traces of dust settling round; no traces of anything coming off the looms; comparatively "double layer" of dust.
150	Employer	18	Wearers, average 14s.; outsiders 14 to 14s.	All for late attendance	Inspection refused.	—	Plugs of dust applied to task.
151 & 152	Employer and worker.	228	Wearers, average 13s.	Up to 6d.	Dirty; latrines only one lavatory for 21 women; no building.	—	No hot water, but no warm food.
153 & 154	Employer and worker.	229	Wearers, average 12s.	Up to 6d.	Clean, but filthy; fine pay for cleaning.	—	Drinking-room; men pay 1d. per week, and women 1d. for clothing.
155 & 156	Manager and worker.	230	Wearers, average 13s. 6d. all time	For light weight, 8d. per lb.	Efficient and dirty; underlock to put in ventilation.	—	Hot water and cooking range free; play about three weeks in year.
157 & 158 & 159	Employer and workers.	231	Wearers, all classes, 12s. to 14s.; outsiders 10s. to 12s.; weavers, average 11s.	Robe dust fines shall not exceed 1s. Weavers charged half of fine in yard is smaller. Late attendance after 4.5 p.m. for every 15 minutes. Worst fines per centage of 10s. 6d. deducted caused by lat. left.	Efficient, dry, and out of order; those working near suffer.	—	Recent ventilation on looms; wearers of 1d. per string; on double loom wearers 1s. 4d. to 4s. 6d. per piece.
159	Worker	232	Wearers, average 14s.	—	Fair	—	Slow looms

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS MAY E. ABRAHAM

(LADY ASSISTANT COMMISSIONER),

ON THE

CONDITIONS OF WORK IN THE COTTON
INDUSTRY OF LANCASHIRE AND
CHESHIRE.

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THE EMPLOYMENT OF WOMEN.

TO GEORGEY DRAKE, Esq., Secretary,
Royal Commission on Labour.

July 29, 1892.

INTRODUCTION AND SCOPE OF THE INQUIRY.

SIR,

In accordance with the instructions received at the meeting of the Lady Assistant Commissioners, on March 7th, 1892, I have the honour to present the following report upon the cotton industry of Lancashire and Cheshire.

I have visited over 170 mills, and I have been guided in my selection, as to Yorkshire, by information obtained from factory inspectors, employers, and operatives.

The conditions specially affecting the employment of women do not vary in Lancashire and Cheshire as they do in Yorkshire; I have therefore found it unnecessary to divide these counties into districts for the purpose of comparison.

EXTENT OF FINES AND DEDUCTIONS.

The fines in Lancashire may be classed, as in my Yorkshire report, under the heads of disciplinary fines, and fines as damages, though the class of faults for which fines are inflicted vary in the two counties.

In Lancashire there is no recognised system of "mending" the cotton cloth after it has left the weaver. It is generally two paces to repay such extra attention even if this be given by the weavers themselves. For this reason also, fines inflicted as damages are as a rule higher in Lancashire, the heaviest, taking one alone, seldom exceeding 6d. In exceptional cases, for example Mill No. 225, he was deducted as a single fine. I also found cases where, though the fines are actually lower than in Yorkshire, they are not lower in proportion to the value of the cloth. Sometimes the weaver buys the piece (Mill 266, where its price was 38s.). Sometimes the full piece wage is taken (Mills Nos. 336 and 381), and sometimes 6d. is deducted when the wage value of the piece is only 8d. (e.g. Mill No. 334). Of course, many of these pieces are woven in one week, and the fines may amount to as much at the end of the week, if the damage is repeated, as does the single fine and by the Yorkshire weaver. (Cf. Yorkshire Report, p. 99, Mill No. 60.)

In every district I received complaints from the weavers with regard to the infliction of fines for what is known as "Black Out," that is for the staining of cloth during the process of weaving it by oil dropping from some part of the loom. It is admitted by employers that the stains may not have been caused by any carelessness on the part of the weaver, and it is stated by the weavers that the damage is seldom due to their neglect, but is more frequently caused by the condition of the "picking band," for which the tackle should be held responsible. The weavers further state that when the oil supplied is of an inferior quality it is impossible to prevent it "dripping" on to the cloth. At a number of mills (e.g. No. 206) the weavers are allowed to wash out the oil stains at their own cost, and at a few mills this is done at the cost of the firm (e.g. Mill No. 223).

Fines for late attendance are in force at most mills, and money, as in Yorkshire, from 1d. to 6d. (See column 5 in tables of references.) At many mills in addition to the fines the gates are locked for periods varying from five minutes to two hours (e.g. Mill No. 197 and Mills Nos. 331 and 354).

Sometimes, especially in the Burnley district, a number of "sick weavers" are permitted to attend every morning on the chance of getting looms left vacant owing to the illness of a permanent weaver. In case the regular weavers arrive later than the time of grace allowed, these "sick weavers" are put upon their looms for the day.

I found many cases of these fines for unpunctuality inflicted upon weavers, but they are not enforced in other departments of the mill.

The weavers' associations object to the present system of fines for late attendance, although they endeavour to secure punctuality on the part of their members by other means. In Rochdale the union secretary upon receiving a

complaint with regard to unpunctuality (Mill No. 386) attended himself the following morning at the place where it had occurred, and enquired for the day all those who were not there at three minutes past 6. This action on his part was accepted without any ill-will, and no complaint of unpunctuality has since been made by the firm.

The deductions made in mills in Yorkshire (see p. 99) are also general in Lancashire. The charge for hot water is as a rule 1d. and 1½d. a week, and for the clearing of looms 1d. a month. Deductions are occasionally made for the renewal of brushes, the renewal and repair of brushes and oil cans, damage to the machinery, and in many districts for the oiling of looms.

With reference to the deductions for hot water very little complaint is made unless the water supplied is bad, as in Mill 180, or is charged for whether required or not, as in Mill 321.

It is urged by the operatives that the deductions for brushes, either damaged or worn out, are frequently unjust, as the quality supplied is so poor that the articles cannot last for the time expected by the employers.

They also state, with regard to deductions for oil cans that, as they are obliged to oil the machinery while it is in motion, it is impossible to avoid occasional accidents.

The most serious complaint has reference to the sums which a number of firms deduct weekly for the oiling of their looms. The general charge is 1d. per loom, and out of the sum so collected a man, or paid who does the work as often as necessary during the week. Except when the number of weavers employed is small, the levy is considerably in excess of the wages paid to the oiler, and moreover, he is engaged upon other work for the firm during the greater part of his time. In the majority of cases the weavers also resent the charge as unjust in itself, and are of opinion that they ought with equal right be charged for the oiling of the engine which runs the looms, or for the wages of the tackle who attends to them.

This system obtains principally in north-east Lancashire. An attempt to introduce it in Burnley (Mill No. 381) proved unsuccessful, and in other parts of the county it is scarcely known.

Probably owing to the better organisation of the trade in Lancashire, I found fewer cases than in Yorkshire of fine picketers being stated upon the weavers' cards, but those furnished are sometimes incomplete and are not supplied to each weaver as required by section 24 of the Factory Act of 1891.

If the picketers are fully given, the weavers sometimes accept without protest a table being up for general inspection, and do not demand that they shall be supplied to them individually (e.g. Mill No. 379).

The weavers working at Mill No. 386 complain that though the length stated upon the ticket, and that for which they receive payment, is 80 yards, the actual length is 86 yards. If this card, when woven, falls below the latter length, they are fined for bringing out a short cut; in fact, they are paid for 80 yards and are expected to produce 86 yards.

DISPUTES.

I have received evidence bearing upon these disputes in which women have been specially concerned.

In the first case (Mill No. 327) the dispute arose in April 1891, and ended in May in the same year. It turned upon the question of a fixed allowance of time for cleaning roving and dobbing frames. The firm had not observed the general custom of stopping the machinery at stated intervals, or at least for fixed periods, and the operatives were, in consequence, forced to clean their frames during meal hours, in contravention of the Act. They asked that a time should be fixed for this purpose, and after some delay were informed that the machinery could be stopped, though it was not stated for what time.

P 2

Immediately after this permission was granted a frame tester was discharged for having spent one hour and a half closing her frame, the overlooker being of opinion that this was too long. Several other women had been engaged at the same task for a similar time, and the overlooker, considering the dismissal unjust, struck in support of their conscience, and were then locked out.

The frame tester who was discharged has not been taken back, but is receiving support from the Union till she finds other work.

The time allowed at another mill in the neighbourhood for closing an exactly similar frame is two hours.

The second case was in Oldham, and was not one of those short which the Commission has already received evidence. The strike took place at Mill No. 307, and was directed against an overlooker who had been charged with immorality. It was only after he had been found guilty in court of libelous offences that he was dismissed by the firm.

The third strike about which I have received evidence was at Nelson. The strike took place in February and was concluded in March 1892. It arose under similar circumstances to the last, but in this case the question of guilt was decided by three clergymen who were chosen as arbitrators, both sides agreeing to that mode of settlement. The arbitrators, after carefully weighing the evidence, found the overlooker guilty of "making immoral proposals" to a married woman and of using indecent language to "other females." They included the following recommendation in their award:—"It was with the deepest regret we learned during the inquiry that the offences of which we have been compelled to adjudge thoughtless Greenwood guilty are not uncommon among men who have the oversight of the female operatives in other mills, and as members of religion we most earnestly appeal to the employers of labour to practically recognise their duty in this matter, and to seriously consider how essential it is to the happiness and well-being of those under their charge, as well as to their credit, to make the moral conduct of their workpeople a subject of serious concern and of greater importance."

The award from which I quote was printed and distributed among the weavers in Nelson, and is believed by them to have created a marked improvement not only to the behaviour of overlookers, but in the attitude of employers upon this question. Shortly after its publication a "cut looker" was discharged by another firm for making immoral proposals to a weaver who brought her case to law for reparation.

I notice that fines are a constant source of friction between operatives and employers, though in all cases into which I have inquired the difficulty has been settled at the instance of the local Union without the occurrence of a strike.

COMPETITION BETWEEN THE LABOUR OF MEN AND WOMEN.

Unlike Yorkshire, all weavers in Lancashire are paid alike, and men and women do the same work. Many women in Lancashire earn, as weavers, about 24s. a week all the year through, whereas in Yorkshire like a week is an exceptional wage for women weavers, and is seldom maintained for any length of time. The wages of women in Lancashire, men and women, when in full employment, are equal, on an average, to those of the best men weavers, when in full employment, in the highest paid district of Yorkshire.

I found no general preference given to women over men except in Wigan, where the operatives at work and the wages are so low that few men are ready to accept them without protest.

In other districts there are rare instances in which women are preferred; but in no instance is there any rule against the employment of men except at one mill in Tyldesley (No. 345), where, owing to the men being attached to the orthodox, only one or two men are in the mill. The firm decided that under these circumstances it would be better to have women only.

Ring and throstle spinning, upon which women are employed, compares to a slight extent with male spinning, upon which men are employed. In the former, better cotton and more steam are required, unweaved spindles cannot be used, and so counts lie upon above 60. For these reasons male spinners do not anticipate any serious results from the present competition, and though a number of firms have already ring and throstle frames in use, and a few are adopting them in place of mules, it does not seem likely in any district that the women, whose work is paid at a much lower rate, will replace the men to any serious

extent. A male spinner earns about 36s. a week, while a ring or throstle spinner earns only 14s. or 16s. a week.

In Wigan, at Mill No. 332, the males here about half the usual number of spindles, and the spinners are women.

In Bolton and other districts near Manchester, roller covering, which was formerly done by men who were paid about 30s. a week, is now done by women, who are paid 12s. to 15s. a week. In north and north-west Lancashire this work is done entirely by men.

EFFECT OF THE LABOUR OF WOMEN UPON THEIR HEALTH.

As in Yorkshire, serious complaints are made by the operatives of injury to their health arising from badly constructed and neglected sanitary accommodation, from insufficient provision for avoidable noise; from bad ventilation; and from shuttle accidents. Added to these causes of ill-health, the weavers complain of the injurious effects of excessive sweating and smog, both of which are prevalent in the following districts.—Barnley, Blackburn, Darwen, Todmorden, Wigan, and Bury.

The operatives throughout Lancashire complain of the light febrile dust which is generated by the carding process.

The ring and throstle spinners state that they suffer from the excessively high temperature of the spinning rooms, which in some mills reaches 100° F. (e.g., Mill No. 337).

I found the sanitary accommodation in Lancashire mills more generally bad than in mills of a similar class in Yorkshire, and I attribute this to the greater heat used in the manufacture of cotton, which tends to increase the effluvia. In the majority of mills the lavatories are without ventilation, and open directly out of the rooms.

The tub or pit system is very general, and, in addition to its other disadvantages, is the method of removal. In Yorkshire the common practice is to take away the tubs from the outside, but in Lancashire they are carried through the rooms. This is done during working hours, about twice a week, and on each occasion the air of the room is vitiated.

Another system which I have found objectionable is that known as the bog system. Pipes connected with the lavatories pass through every story of the mill, and at the bottom end in a cesspool, described as a "bog." The cesspool remains untouched always for a considerable time, and sometimes for as long as 12 months (e.g., Mill No. 374). The effluvia is generally extremely bad, and, as a rule, worse in the lowest room. No water is used, and the pipes become stopped, causing the lavatories to get into a filthy condition (e.g., Mill No. 369).

I was surprised to find this system in a modern and otherwise well-contrived mill of considerable size (No. 369). Although the card room out of which the lavatory opens is lofty and well ventilated, the effluvia was, at the time of my visit, noticeable at a distance of about 10 yards. This was so, notwithstanding good ventilation in the lavatory, the floor of which had been washed with a disinfectant on completion of my visit.

At a mill in Preston (No. 156), where the sanitary accommodation is very bad, the manager made no attempt at concealment or apology. He frankly admitted it was bad, adding, it was so bad that he thought it unwise on my part to persist in my wish to see it.

In almost every district water is used in at least a few mills. In one Preston mill (No. 167) the sanitary accommodation is extremely good, and the manager states that no trouble has been experienced in consequence of the cleanliness of the operatives. As this witness spoke from five years' experience his statement is important, as certifying the numerous employers who allege that they only object to improving their sanitary accommodation in the certainty of its being changed by the operatives.

Hot water from the engine house is utilized in some mills in the lavatories, but I believe this practice to be undesirable. The operatives complain that the use of hot water for flushing purposes itself causes effluvia.

In a number of mills the lavatories have been closed inside and fresh ones built outside. The managers in these mills state that when water is used it is impossible, even with the greatest care, to keep the lavatories free from effluvia, which is certainly injurious to the workers' health.

Generally speaking, the sanitary accommodation is dirty and overcrowded, and situated only a few feet from some of the looms and other machinery. In one mill (No. 336) a piece of the lavatory door had been removed to enable it to close over a spinning frame.

(a) Cases of illness.

(a) Women.

(b) Ring and throstle spinners.

(a) Badly constructed.

(a) Cases of ill-health.

(b) Steam and ventilation.

(c) Tub system.

(d) Bog system.

(e) Water system.

(f) Exhaust system.

(g) General condition.

The medical officer of health for Burnley writes, in a letter to me, upon this subject: "The sanitary accommodation in mills is the most debasing surrounding for 'women.' But, notwithstanding this opinion, and the number of mills in which there is extremely bad effluvia, I could only find one case in which the local sanitary authority had taken action. In this case (Mill No. 136) the visit of the sanitary inspector had taken place some time previous to mine, the nuisance still remained, and the owner of the mill remarked that, as he believed, the local sanitary inspector to be in the pay of plumbers, he did not intend to improve his accommodation."

The divided responsibility which now exists between the factory inspector and the sanitary authorities under the Act of 1891 is held by the operatives to be largely the cause for the creation of the evil. The matter is looked upon as "nobody's business," and is consequently neglected.

With regard to the provision of hot water and other comforts in the preparation and consumption of meals much remains to be done; though the Lancashire operatives are, in this respect, better situated than those in Yorkshire. Hot water is very generally provided, but only in a small number of cases can food be cooked. To one mill I visited a restaurant is attached, and in three also there are dining rooms (Mills Nos. 278, 312, 313, 322).

The house surgeon at the Manchester Infirmary attaches great importance to this question, as he has treated many cases of illness among the operatives and their children to the gastroenteric food they are forced to take during mill hours.

Shuttle flying is, in Lancashire as in Yorkshire, the only form of accident from which women appreciably suffer. The high speed of the Lancashire looms, and the difficulty experienced in weaving the heavily used warp constitute the necessity for the more general adoption of some form of guards. In some districts guards are unknown, and in only a few mills are they attached to all the looms.

I learned from the employers and from the weavers themselves, that in those mills where the guards are in general use, their introduction was at first objected to by the operatives; but this is no longer the case, and the old prejudice is allowed to have been merely against a "new thing." This opinion appears now to extend to all weavers, for although employers still quote them as disliking the use of guards I heard no such opinion first hand. On the contrary, a unanimous desire is expressed by weavers for guards, even though these should entail some extra trouble at first.

In two cases (Mills Nos. 151 and 166) I was told guards were in use, but on inquiring myself, in the shed, I found that was not the case.

I heard of 18 recent shuttle accidents in which less of eye had ensued:-

Mill No. 138	-	-	-	2 cases.
" 164	-	-	-	1 case
" 199	-	-	-	1 "
" 221	-	-	-	1 "
" 238	-	-	-	1 "
" 262	-	-	-	2 cases.
" 343	-	-	-	1 case
" 329	-	-	-	2 cases.
" 326	-	-	-	1 case.
" 337	-	-	-	1 "
" 371	-	-	-	1 "
" 374	-	-	-	1 "
" 375	-	-	-	3 cases

The house surgeon at the Royal Eye Infirmary, Manchester, informs me that while the total number of serious accidents treated at the infirmary during the whole of last year was nine, the same number has already been reached in the first five months of this year.

Eight cases of loss of sight, two of which are included in my total of 18 eye accidents, occurred in Tiederman during the last 18 months.

The ventilation in the majority of mills is inadequate, and the ventilators are frequently sealed. In the Nelson district many of the mills are without ventilation in any form, and the manager of Mill No. 246 admitted that it is a common occurrence for weavers to faint in hot weather. Several cases of fainting were reported to me by the operatives, especially from those mills where, in addition to bad ventilation, heavy steaming prevails.

The use of fans in cardrooms is exceptional, even in the mills which were pointed out to me as the best. I seldom found good window ventilation, and even if the windows could open little use was made of the opportunity. I was always told by the managers of the mill that the control of

the windows is left to the operatives, but from the operatives, I received a wholly different statement. Another point is, that the windows are mostly constructed so that when open a draught falls upon the frames, and, blowing down the "ends," injures the work. In these mills the atmosphere was almost invariably hot and close.

Although oversteaming is provided against under the Cotton Cloth Factories Act, the operatives are of opinion that in order to make the Act fully beneficial, Mr. Osborne should have assistants to help in carrying it out. I visited a large number of sheds in which the dry heat was above 90° F. and the moist heat about 80° F. Frequently the steam jets are within a few inches of the weaver's heads, and where this is so they complain of severe headache (e.g., Mill No. 312). All the weavers I have seen complain of general prostration and of rheumatic pains, the former they attribute to the excessive heat of the shed, and the latter to the sudden change from a hot atmosphere laden with moisture to the cold outer air in the winter or even in the summer months. Steam is most heavily used in winter, but some firms continue to use throughout the year. Much suffering is also caused by the condition of the floors which from condensed steam, or from frequent "dripping" (i.e., flooding with water) are always damp. In Mill No. 289, the weavers state that the water runs above the top of their clips, and I have, myself, found most of the floors in a very wet and dangerous condition. When the weaves are heavily used the steam or water rises with the fine dust and forms a slippery mixture, upon which it is difficult to walk. In illustration of this danger it was reported to me by witness, No. 467, that a tucker had slipped while carrying a beam and died from the effects of the fall within two days. A weaver at Mill No. 150 also fell, and catching her arm in the wheel of the loom was seriously injured. In some mills the water lies upon the floor in pools (e.g., Mill No. 191). Rheumatism is very common among the weavers working in these mills.

The manager of Mill No. 293, which is noted for heavy steaming, expressed his readiness to take me through if I would wait for a few minutes in the office. Believing that he was anxious to turn off the steam in order that I should not see it, and knowing that I should afterwards receive evidence from the weavers as to whether this had been done, I agreed to the delay. When I afterwards entered the steam was off, and I noticed that the wet bulb thermometer registered a much lower temperature than recorded in accordance with the moist heat of the shed. Upon touching the water surrounding the bulb I found it to be quite cold although it was then 3 o'clock. I learned from the operatives that the steam had been turned off and the thermometer watched immediately before I passed through. I also learned from them that this is done habitually twice a day at the time appointed under the Act for registering the temperature.

In Mill No. 323 the register for the current month was not hung up in the shed as required by the Act, and, upon asking to see it I was informed that it was kept in the office; upon inquiry there I was told it was not kept at all.

In several mills the thermometer and register are hung out of sight.

It is urged by manufacturers in favour of the practice of heavy steaming that it is essential to the manufacture of cotton cloth under the present conditions of trade. The manager of a mill in Tyldesley, No. 349, expressed an opinion directly contrary to this, though he admitted having, at one time, held the general opinion. His experience extended over several years, and he had proved that a better quality of cloth could be made from the same quality of cotton, and at the same cost, if the "steaming" is introduced into the war with the warp is "stashed," instead of being introduced by the old system, while it is woven. The looms under this new system produce the same amount per week as they did under the old.

This witness is strongly of opinion that the heavy steaming still in force is injurious to the health of the operatives.

The wax which is used for cotton warps varies a great deal in composition. Chloride and sulphate of zinc, chloride of magnesium and epson salts are among the various salts used to lessen the platinum qualities of two of the principal ingredients, namely, flour and talcum. These salts are also valuable for the purpose of retaining moisture, and they have the further property of preventing mildew, by which lost quality they have probably caused the name of "steaming" which is commonly given to them by the operatives. Together with China clay, which is used to a considerable extent, they are condemned by the weavers as injurious to their health. I noticed several

(B) Steaming.

(C) Steaming.

weavers whose looms were coated with white siliceous dust, and the medical officers of the districts attribute to this injurious material the various forms of lung disease from which weavers suffer who are employed upon heavily sized waxes.

I found the air in several of these sheds clouded with dust, and especially so in one mill, No. 229, where I was assured by the tackleer the ventilation was "the best in the district." I insisted upon making a close examination of the ventilators which I discovered were closed. Upon opening one, the quantity of dust which fell showed that it must have been closed for a considerable time. The impression I received during my visit was justified by the evidence of the weavers whom I afterwards saw (vide pages 432 and 433).

(a) Card.
rooms.

I have already alluded to the fine siliceous dust in card-rooms. With very few exceptions it exists, and where a lower quality of cotton is used there is, in addition to the dust, a considerable quantity of "luff." Even in lofty rooms, where the air is very fairly clear, the condition of the operatives' clothes and hair reveals the fact that dust is being rapidly generated, and demonstrates the need for careful ventilation. Examination of the few fans which are in use showed that they "strain" or take away a large quantity of dust.

(a) M
sheds.

Though the conditions of mill life in Lancashire are closely similar to those in Yorkshire I found a larger number of cases of actual immorality and of immoral tendencies. I see no explanation for this except in the fact that the sanitary accommodation is much more frequently

common to men and women in Lancashire than it is in Yorkshire. Two cases of immorality have been directly traced to this, and it is mentioned as the cause of much loose language and immoral behaviour. Moreover, common provisions for decency are sometimes absent as in Mill No. 375, where the lavatories, opening from the shed in which men and women work together, are unprovided with doors. In several cases also (e.g., Mills Nos. 229 and 268) the sanitary accommodation for the women is situated in the tape room or in other rooms in which men only are employed. Under the head of disputes (see p. 116) I have alluded to the serious cases of immorality.

(a) Home.

My remarks on the effect of the labour of women upon their home life with regard to Yorkshire apply with about equal force to Lancashire. The wife of the cotton operative has, however, as a rule, less necessity to work than the wife of the woollen operative, and about half the number of married women working in the Lancashire mills are wives of colliers and other workmen.

A number of medical officers have given evidence in support of that given by Dr Tatham before the Commission, but, so the physical conditions affecting the employment of married women are similar in all districts, I propose to reserve my evidence on this point and treat the subject afterwards as a whole.

I am, Sir,
Your obedient servant,
(Signed) M. E. ABRAHAM.

Read and approved,
(Signed) ELIZA ORME.

Index No. of W. A. 1905.	Occupation of Witness.	Index No. of Firm.	Wages.	Hours.	Sanitary Accommodation.	Condition of Machinery.	General Remarks.	
200,204	Employer and worker.	101	Cordroon, average 18s.	Late attendance. Hot water and cleaning of latrines.	Tub system. Windows complained of at 10.15.			
201	Employer.	104	Cordroon, average 18s.	Late attendance, and damages.	Dirty - - - - -		Ventilation is continuous very good.	
202,207	Employer and worker.	105	Cordroon, average 18s. Warden, average 12s. Warden, average 12s. Warden, average 12s.	Late attendance. Damages. Hot water and cleaning of latrines.	Dirty throughout. In latrine room very bad.	Wardens. Water lost 1/2 from 21-up shaft.		
203,208	Employer and worker.	106	Warden, per loom, 12 1/2. Warden, average 12s. Warden, average 12s. Warden, average 12s.	Dismissal. A lot of work done, upon other days, which are not stopped.	Red and much exposed latrines for men and women class together.	Told shortly afterwards in this, but on asking found none.	Stems in working shed very heavy. Temperature high.	
210	Manager.	107	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	Manager refused information, etc. in absence of employer, who was opposed to all factory legislation.
213,215	Manager and worker.	108	Warden, average 12s. Warden, average 12s. Warden, average 12s.	Late attendance. Damages.	Edi girl. Flushing system.	No shaftle guards.	Ventilation bad.	
213,216	Manager and worker.	109	- - - - -	- - - - -	Latrines outside. Class together for men and women. Formerly in wall, but closed.	No shaftle guards.	Ventilation bad. Stems in working shed very heavy.	
215,216	Manager and worker.	110	Cordroon, average 12s.	Late attendance. Hot water.	Very bad.			
217	Manager.	111	Warden, average 12s. per loom. Warden, average 12s. Warden, average 12s.	Late attendance. Damages. Hot water. Latrines.	Water laid on in rope drums in class latrines.	No shaftle guards.		
218,219	Manager and worker.	112	Cordroon, average 12s. 6d.	Late attendance. Hot water.	Latrines, situated from inside wall. New outside, clean.			
219,221	Manager and worker.	113	Warden, average 12s. per loom.	Late attendance. Damages. Hot water. Latrines.	Tub system. Efforts.			
222	Employer.	114	Warden, average 12s. per loom. Cordroon, average 12s. 6d.	Late attendance. Damages. Hot water.	Class and good.	No guards. One set was removed from strong shaft.		
225,226	Manager and worker.	115	Warden, average 12s. per loom.	Late attendance. Damages. Hot water. Latrines.	Tub system. Class.	No shaftle guards.		
226,228	Employer.	116	Cordroon, average 12s. 6d. Warden, average 12s. 6d. Warden, average 12s. 6d. Warden, average 12s. 6d.	Damages. Hot water.	Generally bad - - - - -	- - - - -	Objected to trying on water because of operation of water would damage the latrine system.	
227,229	Manager and worker.	117	Warden, 12s. 6d. Warden, 12s. 6d. Warden, 12s. 6d. Warden, 12s. 6d.	Late attendance. Damages. Latrines. Hot water.	Very good. Water laid on throughout. Old system removed four years ago.		Manager states that no damage had been done by the water in their latrines, and that repairs during the first year had not cost him.	
228,229	Manager and worker.	118	Warden, average 12s. 6d. per loom. Cordroon, average 12s. 6d.	Late attendance. Light for damages. Hot water. Latrines.	Water laid on throughout.			
231	Manager.	119	Warden, average 12s. 6d. per loom.	Late attendance. Damages. Hot water. Latrines.	Water laid on throughout.			
234,235, 236.	Manager and worker.	120	Cordroon, average 12s. 6d.	No fines. Deductions, hot water.	On latrine and in room, bad.			
237,238	Manager and worker.	121	Warden, average 12s. 6d. Warden, average 12s. 6d. Warden, average 12s. 6d. Warden, average 12s. 6d.	Late attendance. Damages. Latrine.	Latrines in shed and by men and women. These latrines very much exposed.	No shaftle guards.		
239,240	Manager and worker.	122	Warden, average 12s. 6d. per loom. Warden, average 12s. 6d. Warden, average 12s. 6d.	Damages. Latrines in room. Latrines.	Outside, tub system.	No shaftle guards.		
241,242	Manager and worker.	123	Warden, average 12s. 6d. per loom. Warden, average 12s. 6d. Warden, average 12s. 6d.	Late attendance. Damages in machinery and shaft. Latrines.	Building new latrines on water system.	No shaftle guards.	Stems in shed very heavy.	
243	Worker.	124	Warden, 12s. 6d. Warden, average 12s. 6d. Warden, average 12s. 6d.	Hot water 14.5 week. Latrines.	Class, outside. Tub system.			
244	Worker.	125	Cordroon, average 12s.	Hot water 14.5 week. Latrines.	Generally lat system. No hot has been replaced by water.		Ventilation bad. Only wind port and mother not stopped to open them. Just that.	

[illegible]

Index No. of Witness	Description of Work	Index No. of Firm	Witness	Firm	Sanitary Accommodation	Character of Machinery	General Remarks
201, 202, 204	Managers and workers	200	Witness, average per loom is 2d. Card-rooms, average 1s. 6d.	Swansea, light & spacious, hot, sewer lays out.	Hot system; effluvia, change to McFarlane's patent.	Witness, 160, black eye from flying sparks, another wears hat on.	Steam very hot and overabundant. Card-rooms steam falls upon workers, who complain of throat-ache. Floor "dipped," workers standing in water.
205	Worker	200	Witness, average is 2d. per loom.	Heavy, for "Black and White" water. Looms.	Effluvia washed, Looms hot & dirty and neglected, had sewer raised to meet.	No shuttle guards. Shutters fly in cards.	Steam very heavy and overabundant.
206	Worker	200	Witness, average is 2d. per loom.	Dampness up to 1s. Pay for broken brushes.	Effluvia in shed. One loom only for 200 workers and 30 to 40.	-	Steam heavy and overabundant, and in card-rooms steam is too hot, but if workers have oil, "hot" is not so much. "Tackle" for steam and over and laggings.
207	Worker	200	Witness, average is 2d. per loom.	Heavy. Looked out of air.	Wet, steam good, others out of order.	No shuttle guards.	Not much steam used.
208	Worker	200	Witness, average is 2d. per loom.	Light & spacious. Hot water.	Looms out of order. Effluvia, sometimes dirty.	No shuttle guards.	Steam very heavy. Dampness heavy.
209	Worker	200	Witness, average is 2d. per loom.	Light. Hot water. Looms.	Good.	No shuttle guards.	Floor "dipped" twice a day.
210	Worker	200	Witness, average is 2d. per loom.	Heavy, up to 1s. in one card. Workers had to pay for oil & oil. "Black and White" steam.	Hot water used for heating. Effluvia.	No shuttle guards.	Workers clean.
211	Worker	200	Witness, per loom average is 2d.	Light. Hot water. Looms. "Black and White" steam.	Looms out of order, good.	No shuttle guards.	Steam very heavy. Hot water.
212	Worker	200	Witness, average per loom is 2d.	Dampness heavy. Hot water.	Good. McFarlane's patent.	No shuttle guards.	-
213	Worker	200	Witness, average per loom is 2d.	Heavy. Old steam in bay rooms. Late alterations made. Hot water.	Water outside.	Shutters fly in cards, never strong, hurt upon head and shoulders.	Steam very heavy. Temperature 80° F. Clothes are wet from steam. Floor is very dirty. Overabundant steam from steam.
214, 215, 216, 217	Workers	200	Witness, average per loom is 2d. Card-rooms, average 1s. 6d.	Dampness, heavy. "Black and White" steam.	Effluvia in shed.	Shutters fly in cards. Workers, hot, and overabundant.	No ventilation. Workers do not even have "clean" and steam heavy. Clothes washed. Workers complain of rheumatism.
218	Worker	210	Witness, average is 2d. per loom.	Light. Hot water. Looms.	Outside, water, good.	No shuttle guards.	Steam heavy. Temperature 80° F. Workers clean. Steam down side. Workers complain of rheumatism and have to wash their feet.
219	Worker	210	Witness, average is 2d. per loom.	Light. Hot water. Looms.	Looms outside, good, water.	No shuttle guards.	Steam heavy. Floor wet. Temperature high. Dampness in shed. Workers very hot from steam. Clothes washed in shed.
220	Worker	210	Witness, per loom, average is 2d.	Light & spacious. Pay for oil & damaged. Old. Broken brushes, 2d.	Good. Water system, outside.	No shuttle guards.	Floor "dipped" heavily.
221	Worker	210	Witness, per loom, average is 2d.	Dampness, average is 2d. "Black and White" steam.	Hot water, good for heating. Effluvia.	No shuttle guards.	Steam very heavy. Lots of overabundant steam. Overabundant steam. Clothes become very wet.
222	Worker	210	Witness, per loom, average is 2d.	Dampness, heavy. Workers pay for oil.	Effluvia washed by use of hot water for heating.	-	Temperature high.
223	Worker	210	Witness, per loom, average is 2d.	Dampness, heavy. Workers pay for oil.	Good, in shed.	-	Steam overabundant heavy.
224	Worker	210	Witness, per loom, average is 2d.	Very light.	Good, water. Workers in shed and hot water to meet a room.	-	Steam heavy. "Dipping" done at night, and workers do not wash.
225, 226	Workers	210	Card-rooms, average per loom is 2d.	None. Looms, 1d. a month.	Effluvia in room where looms are cleaned out.	No shuttle guards.	Steam heavy. Two points above 80° F.
227, 228, 229	Employers and workers	210	Witness, average per loom is 2d. Card-rooms, average 1s. 6d.	Light & spacious. Hot. "Black and White" steam.	Formerly has system, now McFarlane's patent.	No shuttle guards.	Firm pay on card. Temperature in one end of shed high.
230	Manager	210	Card-rooms, average 1s. 6d.	None. Hot water. Looms.	Hot system.	No shuttle guards.	-
231, 232	Manager and worker	210	Card-rooms, average 1s. 6d.	None. Hot water. Looms.	Hot system, dirty.	No shuttle guards.	-
233, 234	Manager and worker	210	Witness, average per loom is 2d. Card-rooms, average 1s. 6d.	Light & spacious. "Black and White" steam.	Hot system. Workers clean.	No shuttle guards. Workers hot and overabundant.	Steam very hot and overabundant.

Index No. of Fab. work.	Description of Work.	Index No. of Firm.	Wages.	Hours.	Sanitary Accommodation.	Condition of Machinery.	General Remarks.
215, 216	Manager and worker.	215	Wages, average per loom, 5s. 11d. Working average 10s. 6d. Wages, 10s.	Light, afternoon. Damages light. "Black oil" washed out by firm.	Reg system, outside air.	Shuttle guards in use.	
215, 216	Manager and worker.	215	Wages, per loom average 10s. 6d. Good work, average 10s.	Damages light. "Black oil," Lavatories.	Reg system, very bad. Effluvia in machine.	No shuttle guards.	
215, 216, 217	Manager and worker.	216	Wages, average per loom, 10s. 6d.	Evening. Hot water.	Effluvia. This system.	No shuttle guards.	
217	Manager.	216	Wages, average per loom, 10s. 7d. Good work, average 10s.	Black oil. Lavatories.	Reg system, dirty.	No shuttle guards.	
216, 217	Manager and worker.	216	Wages, average per loom, 10s. 7d. Continuous, average 10s.	Damages light. Lavatories.	Flushing system. Effluvia in machine.	No shuttle guards.	
217	Manager.	217	Wages, average per loom, 10s. 7d. Continuous, average 10s. 7d. Thermo apparatus, 10s.	Up to 10s. 10d. in damages. Late attendance. 10s.	Very clean to leave. Very dirty, effluvia. Flushing system.	No shuttle guards.	Ventilation bad in card room. Loaded with dust.
217	Manager.	218	Wages, average per loom, 10s.	Damages light. Oiler.	Water let off. Effluvia, dirty.	No shuttle guards.	Dust heavy in winding room.
217, 218	Manager and worker.	218	Wages, average per loom, 10s.	Damages light. Oiler. Hot water. Lavatories.	Is shed; damp open; floor so men's shoes. Flashed.	No shuttle guards.	
218	Manager.	218	Wages, average per loom, 10s.	Damages light. Oiler.	Outside. Water let off.	No shuttle guards.	
217, 218	Manager and worker.	218	Cardroom, average 10s. 6d.	None. Hot water free.	Effluvia. Water run out.		Ventilation bad.
218	Manager.	218	Wages, average 10s. per loom.	Damages about 10s. Oiler.	In yard. Water let off.	No shuttle guards.	
218, 219, 220	Manager and worker.	219	Wages, average 10s. 10d. per loom. Continuous. Wages, 10s. 10d. 10s. 10d. 10s. 10d.	Damages light. Oiler. Hot water. Lavatories.	Reg and 10s. system. Very dirty. Effluvia very bad. Shut out in shed so men's laundry to allow part of afternoon. Shut in past through.	No shuttle guards. There's much hot (no days previous to my fall).	"Back weavers" put on. All rooms very dirty. Ventilation bad.
219, 220	Manager and worker.	219	Wages, average 10s. 10d. per loom. Wages, 10s.	Oiler. Hot water.	Very bad effluvia in shed. Water let off.	No shuttle guards.	Is manager late. "Back weavers" put on for day.
219	Manager.	219	Wages, average 10s. per loom. Continuous, average 10s. 10d.	Damages light. Oiler. Hot water. Lavatories.	Fully and broken down. Very dirty. Effluvia. Close to.	No shuttle guards.	
219, 220	Manager and worker.	219	Wages, average 10s. per loom.	Damages, 10s. a week in 10s. 10d. Oiler. Hot water.	Trk system. Effluvia in shed.	No shuttle guards.	Wages pay for cold bottles. Minimum very dangerous.
219	Manager.	219	Wages, average 10s. 10d. per loom. Continuous, average 10s. 10d. 10s. 10d. 10s. 10d.	Light. Hot water. Oiler. Lavatories.	Trk in shed. Effluvia, out. Machinery. 10s. 10d. through door.	No shuttle guards.	Ventilation very bad. Cardroom loaded with dust.
219	Worker.	219	Wages, average 10s. per loom.	Light. Hot water.	Outside, 10s. -	No shuttle guards. Weaver last eye in shed.	Steam heavy.
219	Worker.	219	Wages, average 10s. per loom.	Heavy -	Class -		If weaver is late "Back weavers" is put on for day.
219	Worker.	219	Wages, average 10s. per loom.	Hot water. Lavatories.	Reg system. Effluvia in shed.	Shuttles for 10s. quantity.	"Back weavers" put on for day. Ventilation very bad.
219	Worker.	219	Wages, average 10s. per loom.	About 10s. Hot water.	Lavatories, very clean. Very good. No ventilation.	Weaver usually turned low days up and another 10s. 10d. 10s. 10d.	Ventilation put in bad and in 10s. "Back weavers" put on for day.
219	Worker.	219	Wages, average 10s. per loom.	Heavy. Oiler. Lavatories. Hot water.	Good. McFarlane's patent.	Shuttles frequently 10s.	Steam very heavy. Wages. Ventilation only. "Back weavers" put on for day.
219, 220	Manager and worker.	219	Wages, average 10s. 10d. per loom. Wages, 10s. 10d. 10s. 10d. 10s. 10d.	Damages for 10s. 10d. 10s. 10d.	Good in a winding room. In shed.	No shuttle guards.	"Back weavers" put on.
219	Manager.	219	Wages, average 10s. per loom.	Damages light. Hot water.	Dirty. McFarlane's patent.	No shuttle guards.	Oiler paid by firm.
219	Manager and worker.	219	Wages, average 10s. per loom.	Light. Hot water.	Effluvia in shed. Lavatories, and 10s. 10d. 10s. 10d.	No shuttle guards.	Some weavers have 10s. 10d. per loom. Ventilation very bad. Wages. 10s. 10d. 10s. 10d. 10s. 10d.
219	Manager.	219	Wages, average 10s. per loom.	Light. Hot water.	Flashed very day, but effluvia bad.	No shuttle guards.	Firm pay for cleaning of machines.
219, 220	Manager and worker.	219	Wages, average 10s. per loom.	Light. Wages 10s. 10d. 10s. 10d. 10s. 10d.	Good. Flashed automatically in 10s. 10d. 10s. 10d.	No shuttle guards. Manager always shuttles 10s.	Oiler paid by firm. Fuel warmed and hot water free of charge.

Index No. of Witness	Occupation of Witness	Index No. of Firm	Wages	Firm	Factory Accommodation	Shedding of Machinery	General Remarks
349	Worker	350	Women, casual state average, but some as high as 3s. 6d. per loom.	Light	Others in shed	No shuttle guards. Women hit several times.	
350, 351	Manager and worker	351	Women, average 4s. 3d. per loom.	Light	Water throughout. Lavatory room by men and women.	No shuttle guards.	Firm pay as other.
352	Manager	352	Women, average 4s. per loom.	Light for damage. Late attendance.	Water. Very dark, one used by men and women.	No shuttle guards.	Firm pay for cleaning of looms.
353, 354	Manager and worker	353	Women, average 4s. per loom.	Very light	Bag system duty	No shuttle guards.	Firm pay odd. No ventilation.
355	Manager	354	Women, average 4s. 6d. per loom.	Late attendance.	Outside, but	No shuttle guards.	
356, 357	Manager and worker	355	Women, average 4s. 6d. per loom.	None	One lavatory for men and women.	No shuttle guards.	No ventilation but windows.
357, 358	Manager and worker	356	Women, average 4s. 6d. per loom. Cardroom average, 12s. 6d.	Damage by 4d. on 4th loom. Hot water. Over.	Good in shed. Others very bad in rest of spinning room.	No shuttle guards.	Ventilation good.
359, 360	Manager and worker	357	Women, average 4s. 11d. per loom. Cardroom average, 12s. 6d.	Late attendance.	Lavatory room (bad) 4d. 11d.	No shuttle guards.	"Sick women" put on after 6.15 a.m. Hot water hot. Ventilation bad.
361	Manager and worker	358	Women, average 4s. 6d. per loom.	None for women	In shed, very dark	No shuttle guards. Worn and short one short time only.	
362, 363	Manager and worker	359	Women, average 5s. per loom.	Odd	Bag system	Two shuttle guards in shed.	
363, 364	Manager and worker	360	Women, average 5s. per loom.	None	Dark, with water, outside, clean.	Shuttle 4s. No guards.	
365	Manager	361	Women, average 4s. 6d. per loom.	Damage light	Web system and tank.	No shuttle guards.	Hot water free.
366, 367	Manager and worker	362	Women, average 4s. 6d. per loom.	None. Hot water	Web system, slight others.	No shuttle guards.	
368, 369	Manager and worker	363	Women, average 4s. 6d. per loom.	None. Hot water	Web system, slight others.	No shuttle guards.	
370, 371	Employer and worker	364	Cardroom, average 12s. 6d.	Very few	Others, duty		Ventilation bad. Dust tank.
372	Employer	365	Cardroom, average 12s. 6d.	None. Loomeries	Tank. How dirty others.		Temperature at 70° F. Dust tank.
373	Manager	366	Women, average 4s. 6d. per loom.	Light	Web system, very dirty	No shuttle guards.	Ventilation bad.
374, 375	Manager and worker	367	Women, average 4s. per loom (two looms).	None	Outside, one lavatory for men and women.	No shuttle guards.	
376, 377	Manager and worker	368	Women, average 4s. 6d. per loom.	None	Web system, none looking at looms, others. Men's and women's lavatory close together.		Ventilation bad. Shed very hot.
378, 379	Bookkeeper and worker	369	Women, average 4s. 6d. per loom.	Very few	Free	No shuttle guards.	Ventilation good.
380, 381	Manager and worker	370	Women, average 4s. 6d. per loom.	Other	Dirty, others.	No shuttle guards.	Hot water free.
382, 383	Head over-looker and worker	371	Women, average 4s. 6d. per loom.	Light	Free	No shuttle guards.	
384	Employer	372	Women, average 4s. 6d. per loom. Cardroom, average 12s.	"Black oil" Other late attendance. System of taking out broken bobbins.	Flushing and tank system. Very bad others from latter.	No shuttle guards.	Temperature at 70° F. 4th loom 80° F. over 100° F. Cardroom very dirty.
385, 386	Manager and worker	373	Women, average 4s. 6d. per loom. Cardroom, average 12s. 6d.	Damage to 1s. 6d. late attendance. Other "Black oil."	Tank system. Others in shed. One lavatory for men and women.	No shuttle guards.	Hot water free. No ventilation. Temperature 70° F. and 75° F.
387, 388	Manager and worker	374	Women, average 4s. 6d. per loom. Cardroom, average 12s. 6d.	Other "Black oil" System of taking out when damaged.	Web system, others, dirty.	No shuttle guards.	
389, 390	Manager and worker	375	Women, average 4s. 6d. per loom. Cardroom, average 12s. 6d.	Damage, 1s. 4d. on 4th loom per week.	Very bad others. Two and flushing system. One lavatory used by men and women.	Shuttle guards in shed. On right (over 100° F. loom). No trouble in weavers, not about 4s. 6d. per loom. Others had two women hit on eye.	Hot water free. On 4th loom very dirty.
391	Bookkeeper	376	Women, average 4s. 6d. per loom. Over loom. Cardroom, average 12s.	Very light	Web system, duty	Shuttle guards in shed.	Many spindles (women) replace male spinners (men).
392, 393, 394	Manager and worker	377	Women, average 4s. 6d. per loom. Cardroom, average 12s. 6d. Female spinners, 12s. 6d.	Late attendance. Damage. Black oil.	Web system, clean	No shuttle guards.	Strong breeze. Temperature 60° F.
395, 396	Manager and worker	378	Women, average 4s. 6d. per loom. Cardroom, average 12s. 6d. Female spinners, 12s. 6d.	Late attendance. Damage. Black oil.	Web system, clean	No shuttle guards.	Ventilation good.

Index No. of Workman	Occupation of Workman	Index No. of Firm	Wages	Hours	Sanitary Accommodations	Condition of Machinery	General Remarks
397	Manager	227	Wages, average 4s. 6d. per week. Overtime 1s. 6d.	Late attendance. Damages	Toilet system	A few shuttle guards in use.	Ventilation bad in shop. Temperatures 87° F. and 71° F. Breakdown room and hot water flow.
398, 399	Manager and worker	229	Wages, average 4s. 12d. per week. Overtime 1s. 6d.	Damages to lat. Broken breaks.	Very dirty, few 400g. In some rooms, one latrine for men and women.	No shuttle guards.	
400	Culver	230	Wages, average 4s. 12d. per week. Overtime 1s. 6d. Rate quarters, 1s.	Late attendance, and discomfort at latrines.	Toilet system, 400g. and others.	No shuttle guards.	Temperatures 77° F. and 68° F.
401	Worker	231	Wages, average 4s. 12d. per week.	Late attendance.	Fair	No shuttle guards. Locks in machinery.	Worker chose ventilation.
402, 403	Worker	232	Wages, average 4s. 12d. per week.	Light	Efficient, latrines, lockers cleaned.	No shuttle guards. Locks in machinery.	Average temperature 70° F.
404, 405	Worker	233	Wages, average 4s. 12d. per week.	Light	Good. Outside.	No shuttle guards.	"Strong" system stopped by Union.
406, 407	Manager and worker	234	Wages, average 4s. 12d. per week.	Light. If latrine broken, latrine closed.	Toilet system.	No shuttle guards.	
408, 409, 410, 411, 412	Manager and worker	235	Wages, average 4s. 12d. per week.	Very light. If latrine broken, latrine closed.	Water in latrines, but no ventilation, slight odour.	No shuttle guards.	Steam heavy. Turned off when it got hot. Sometimes in all day.
413, 414	Manager and worker	236	Wages, average 4s. 12d. per week.	Light	Water latrines, lockers to latrine.	No shuttle guards.	Ventilation bad. Heavy steam.
415, 416	Manager and worker	237	Wages, average 4s. 12d. per week.	Light. Late attendance.	Water. Fairly clean.	No shuttle guards.	Attended were locked with dust.
417	Manager	238	Wages, average 4s. 12d. per week.	Light	Water	No shuttle guards.	
418, 419, 420	Manager and worker	239	Wages, average 4s. 12d. per week.	Damages to latrine on latrine. Late attendance. "Black oil"	Water, but supply fails. Dark. No ventilation.	No guards. If workers lat by shutters.	No ventilation. Steam heavy. Turned off on leaving at day time. Wet back and walls if wet in office. This is always done before temperature is reduced. Workers use glass of phenolamine and not throat.
421	Manager	240	Wages, average 4s. 12d. per week.	Light. Odor	Efficient water used for latrine.	No shuttle guards.	Hot water less. Was not clean latrines.
422, 423	Manager and worker	241	Wages, average 4s. 12d. per week.	Light. Odor. Hot water	Outside, fair	No shuttle guards.	
424, 425	Manager and worker	242	Wages, average 4s. 12d. per week.	Excellent	Efficient and very dirty	Shuttle guards on a few looms. Two women out on eye (Alphabet and "Penny"). Latrine very hot, guarded.	Atmosphere limited with wet dust. This is not working.
426, 427	Manager and worker	243	Wages, average 4s. 12d. per week.	Odor	Efficient, no ventilation.	No shuttle guards. have accident.	Few very wet. Air locked with dust.
428	Manager	244	Wages, average 4s. 12d. per week.	Light. Hot water	Toilet system, dirty	No shuttle guards.	
429, 430	Manager and worker	245	Wages, average 4s. 12d. per week.	No. Damages to latrine.	One latrine for men and women. Water, but not of order. No latrine.	No shuttle guards.	Ventilation very bad. Air locked with dust. Heavy steam sometimes.
431	Worker	246	Wages, average 4s. 12d. per week.	Slight	One latrine for men and women. Dirty, very bad. Efforts.	No guards. Accidents.	
432, 433, 434	Manager and worker	247	Wages, average 4s. 12d. per week.	Sometimes heavy	Good, water running	Waters frequently get black eyes from flying shavings. No guards.	Air locked with dust. Excessive ventilation which were not working, and when moved brought down large quantities of wet dust. Floor wet and slippery. Workers complained of rheumatism.
435	Manager	248	Wages, average 4s. 12d. per week. Overtime 1s. 6d.	Damages up to 1s. 1d. late and home.	Outside. Disinfectant for men and women.	Shuttle guards in use on some looms.	Atmosphere locked with dust. Free of change.
436, 437	Manager and worker	249	Wages, average 4s. 12d. per week. Overtime 1s. 6d.	Damages up to 1s. 1d. Doon goes to 610 a.m. If late the charged.	Good	No shuttle guards.	
438, 439	Manager and worker	250	Wages, average 4s. 12d. per week.	No. Damages to latrine.	Outside. No down, efforts.	No shuttle guards.	Hot water from Ventilation bad.
440, 441	Manager and worker	251	Wages, average 4s. 12d. per week. Overtime 1s. 6d.	Abolished by Union.	Very bad efforts in evening room.	No shuttle guards.	Ventilation bad in evening room. Heat in evening and no locked with gas condensation.
442, 443	Manager and worker	252	Wages, average 4s. 12d. per week. Overtime 1s. 6d.	No. Damages to latrine.	Efforts. No lock in one latrine, 400g. Toilets changed through room into a work during working hours.	No shuttle guards.	Hot water less.
444	Worker	253	Wages, average 4s. 12d. per week.	No. Hot water	Toilet good, outside	No shuttle guards.	

Index No. of Worker	Description of Work	Index No. of Firm	Water	Place	Sanitary Accommodations	Guardian of Machinery	General Remarks
404	Worker	394	Long Spenters, 140-90, Windows, 140.	None. Hot water	Good, water	-	Pay for window of blackened and cleaning of windows.
405	Worker	395	Winders, 140-90.	None. Extraneous	None cleaned though per 100000. Laundry in this room.	-	-
406	Worker	396	Winders, arranged in 20 ft. long row.	140-90, 140-90, per 100000. Manual cranes damaged.	Per 100000, some cases, but three machines still in use.	No shuttle guards	-
407	Worker	397	-	-	-	-	-
408	Worker	398	-	-	-	-	-
409	Bookkeeper	399	Cashbooks, average 140-90, Wipers, 140.	Rebels, 140, 140	Efforts and dirty. One laundry for men and women in this room.	-	Ventilation bad
410	Manager	400	Winders, 140-90, per 100000. Cashbooks, 140.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Ventilation very bad.
411, 412, 413, 414	Bookkeepers and workers	401	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
415, 416	Manager and worker	402	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
417, 418, 419, 420	Manager and worker	403	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
421, 422, 423, 424	Manager and worker	404	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
425, 426	Worker	405	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
427, 428, 429, 430	Worker	406	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
431, 432, 433, 434	Worker	407	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
435, 436	Worker	408	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
437, 438, 439, 440	Worker	409	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
441, 442, 443, 444	Worker	410	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
445, 446	Worker	411	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
447, 448, 449, 450	Worker	412	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
451, 452, 453, 454	Worker	413	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
455, 456	Worker	414	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
457, 458, 459, 460	Worker	415	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
461, 462, 463, 464	Worker	416	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
465, 466	Worker	417	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
467, 468, 469, 470	Worker	418	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
471, 472, 473, 474	Worker	419	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
475, 476	Worker	420	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
477, 478, 479, 480	Worker	421	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
481, 482	Worker	422	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
483, 484, 485, 486	Worker	423	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
487, 488, 489, 490	Worker	424	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
491, 492	Worker	425	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.
493, 494, 495, 496	Worker	426	Winders, 140-90, per 100000. Cashbooks, 140-90.	Designs to be attended	Big window. Efforts, Spenters, room, one laundry for men and women.	No shuttle guards	Steam heavy in shop. Temperature 80° F.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Wages.	Hours.	Sanitary Accommodations.	Condition of Machinery.	General Remarks.
44	Worker.	217	-	-	-	-	Employment made to obtain time for cleaning of houses. These created but period not fixed, and upon women taking one house and had the work finished. While there took place to two hours is allowed, at least one hour for changing similar dresses, and women considered average wages. While isolated by lock-out.
45, 46	Workers.	218	Women, average 5d. per hour.	None.	Water, but lavatories badly constructed, effluvia into shed.	No shuttle guards.	Ventilation, bad, windows were opened and so other means of ventilation.
47	Worker.	219	-	-	-	-	No shuttle guards. Two women lost an eye about three ago.
48	Worker.	220	Women, average 5d. 10s. per hour.	None.	In shed, water, but had supply, effluvia.	Women had frequently broken shutters. No guards.	Ventilation bad. Women obliged to spend an hour to clean machinery.
49, 50, 51, 52, 53	Employment and workers.	221	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Little attendance to latrines. In houses for lavatories.	Fully constructed though cleaning paid for. In most rooms very bad effluvia. In some lavatories no water. In most rooms are lavatories for men and women.	Frames in work-room, not properly fixed and placed too closely together.	Ventilation bad. Women obliged to spend an hour to clean machinery.
54	Manager.	222	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Best of light, ventilation.	Some lavatories outside, but from these waste effluvia.	No shuttle guards.	Hot water free. Women working at table spinners.
55	Manager.	223	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Darkness. Little attendance.	Outside, but recovered from waste because of effluvia.	No shuttle guards.	
56, 57, 58, 59, 60	Workers.	224	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Little attendance to latrines. In houses for lavatories. In some lavatories no water. In most rooms are lavatories for men and women.	Composed by shed deck which runs through lavatories on top of house. Very bad. Floor and slates run with from these which is sometimes so bad that as well as during the day, women suffer from discomfort.	No shuttle guards.	Inspection and information obtained by Mrs. Womersley, and self attended foreign assistance issued by one of them. Children were forced to work during cleaning, in ventilation of the air.
61	Worker.	225	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Heavy work. Little attendance.	Yolk system, effluvia very hot, dirty.	No shuttle guards. Women had eye. Women had eye lost in 1891. 1892.	Some heavy, many under from rheumatism.
62	Worker.	226	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Little attendance to latrines. In houses for lavatories. In some lavatories no water. In most rooms are lavatories for men and women.	Water, but sometimes very hot, and causes effluvia.	Women had eye. Women had eye lost in 1891. 1892.	Lightly paid, marked on ticket and women paid for that matter, but if they do not produce 10 yards are fined for short work.
63	Worker.	227	-	-	-	-	Women lost eye from shuttle standard. 1892 compensation.
64, 65	Manager and workers.	228	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Little attendance to latrines. In houses for lavatories. In some lavatories no water. In most rooms are lavatories for men and women.	Yolk system outside, recovered from waste because of effluvia.	Manager and two girls had been occupied by machinery. Recovered from waste because of effluvia.	Ventilation good in shed and bad in work rooms.
66, 67, 68	Employment and workers.	229	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Little attendance to latrines. In houses for lavatories. In some lavatories no water. In most rooms are lavatories for men and women.	Bar space and slates in lavatories. Recovered from waste because of effluvia.	No guards.	Hot water free. But many women do clean in room.
69	Manager.	230	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Little attendance to latrines. In houses for lavatories. In some lavatories no water. In most rooms are lavatories for men and women.	Composed, effluvia.	Shutters, shuttle guards in use.	
70	Manager.	231	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Darkness, up to 5d. Little attendance.	Box system, effluvia.	Shutters, shuttle guards in use.	
71, 72	Manager and workers.	232	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Darkness, up to 5d. Little attendance.	Outside, for men and women. Flashed with hot water.	No shuttle guards.	
73, 74	Manager and workers.	233	Women, average 5d. 10s. per hour. Children average 10s. 6d.	Darkness, up to 5d. Little attendance.	Composed by two systems.	No shuttle guards.	Free pay for changing of dresses. Hot water free. Children very dirty.
75	Employer.	234	Children, average 10s. 6d. per hour. Children average 10s. 6d.	None.	Recovered from waste. Flashed.	-	Ventilation good in work rooms.

Index No. of M.F. No.	Description of Work.	Index No. of Form	Wages	Notes	Sanitary accommodation.	Condition of Machinery.	General Remarks
115, 116	Manager and worker.	96	Cordons, average 12s. King spacers, 11s.	None	Outside, fair	-	Cordons dirty. King spacers hot and dusty.
117	Manager and worker.	97	Woolen, average 12s. per loom.	Light. Late attend- ance.	Tylo system. Effect	Shuttle guards on all looms.	
118	Manager	98	Woolen, average 12s. per loom.	Late attendance. In- sufficient light.	Tylo system	Shuttle guards on all looms.	Extra time allowed for cleaning.
119, 120	Manager and worker.	100	Woolen, average 12s. per loom.	Light. Late attend- ance.	-	Shuttle guards on all looms.	Hot water fire. Man- ual of spacers died the use of spacers in unnecessary and in- jurious.
121, 122	Manager and worker.	101	Cordons, average 12s. King spacers, 11s.	None	Efficient, dirty. Two outside clean.	-	Even machinery effected. Good only upon menders.
123, 124, 125, 126	Manager and worker.	102	Woolen, average 12s. per loom. Cordons, average 12s. King spacers, 11s.	None late. Door shut at 11.30 till bright light.	Very bad effects.	Shuttle by a crystal. The 1074 has badly rot.	Spd. very dirty. Foolish clean- ing.
127, 128	Manager and worker.	103	Cordons, average 12s. per loom.	Red-green	Tylo system; fair	-	
129, 130, 131, 132, 133, 134, 135	Manager and worker.	104	Woolen, average 12s. per loom. Cordons, 12s.	Late attendance	Efficient, but system, no regulation down not allowed for 18 months. Some car- ried through room during work- hours.	Automatic shuttle guards on some looms.	Hot water fire. Fire is shed not working. Woolen complained of dust. Work the re- dinner hour. There checked, necessity of ventilation.
136, 137	Manager and worker.	105	Woolen, average 12s. per loom.	Late. 4.5 door closed at 11.30. Worked from broken spacers, 12s. Dunlop.	Cramped. Effects and by men and women.	Shuttle guards on all looms; well- cleaned by women.	Air loaded with dust.
138, 139	Manager and worker.	106	Woolen, average 12s. per loom.	Damage. Late at- tendance.	Good, clean	Some shuttle guards on looms.	Ventilation, advisable the night.
140, 141	Manager and worker.	107	Woolen, average 12s. per loom.	Late attendance and not back till break- fast time.	Clean	No guards, shut- tles by fre- quently.	Temperature 60° F. at head of 11' room but down very heavy and condensed and work- ing.
142, 143, 144	Manager and worker.	108	Cordons, average 12s. King spacers, 11s.	Late attendance. Hot water.	Off machine, clean	-	But spinning room hot. Very good. Temperature, temper- ature to reach 60° F. at any time 60° F.
145, 146, 147, 148, 149	Manager and worker.	109	Woolen, average 12s. per loom.	Hot water. Low wages.	Tylo system on shed light effects.	No shuttle guards.	No great dust, on pa- tients room.
150	Worker	110	King spacers, average 11s.	Reckless spacers, 12s.	Reg system, well-flow into room. Efficien- cy and used by men and women.	-	
151	Worker	111	Woolen, average 12s. per loom.	Lyonsian	Tylo, no dust, spee- ding off dust.	No shuttle guards.	Shedders clean.
152, 153, 154, 155	Worker	112	Woolen, average 12s. per loom.	Damaged up to pass wage.	Reg system, efficien- cy, used by men and women.	Shuttles by fre- quently. Three worn-out black eyes.	Temperature high. Yet allowed to open ventilation.
156, 157	Manager and worker.	113	Cordons, 12s. 6d.	Light	Cramped, very dirty.	-	
158, 159, 160	Manager and worker.	114	Woolen, average 12s. per loom. Cordons, 12s.	Damaged to 12s.	Fitting; open dress	No shuttle guards.	Ventilation bad. Tem- perature 60° F. and 11° F.
161, 162, 163	Manager and worker.	115	Cordons, 12s. average	Late attendance	Reg system.	-	
164	Manager	116	Cordons, 12s. 6d. average	None	Reg system, dirty	-	Cordons dirty.
165, 166	Manager and worker.	117	Cordons, 12s. 6d. average	None	Pen, off passage	-	Very heavy dust in one room.
167, 168, 169	Manager and worker.	118	Cordons, 12s. 6d. average	Late attendance to 12s.	Reg, bad effects.	Machinery not suf- ficiently fitted.	
170, 171	Manager and worker.	119	Woolen, average 12s. per loom.	Damaged, preferred for change.	Tylo, slight effects.	No guards.	Temperature 60° F. and 11° F.
172, 173, 174, 175	Manager and worker.	120	Cordons, 12s. 6d. average	None	Had effects. Reg system.	-	Hot water fire. Ven- tilation good.
176, 177, 178, 179, 180, 181	Manager and worker.	121	Woolen, per loom, average 12s. Cord room spacers 11s.	Damaged with order of leaving. Late at- tendance.	Reg. Very bad ef- fects used by men and women.	Shuttle guards on almost all looms.	Particulars lower in shed and 11° F. Ver- dine very bad.
182, 183, 184	Manager and worker.	122	Woolen, average 12s. per loom. Cordons average 12s.	Damaged to 12s.	Tylo system, but care- fully attended to.	Shuttle guards on all looms. Woolen, but eye blame, (shuttle loss of guard).	Temperature high.
185, 186, 187	Worker	123	Cordons, 12s. average	Damage to 12s. Late attendance.	Reg system. Efficien- cy. Late	-	Ventilation very bad.
188, 189	Worker	124	Cordons 12s. average	None. High and hot water at work.	Reg system.	-	Ventilation bad.

Index No. of Witness	Occupation of Witness	Index No. of Firm	Wages	Hours	Sanitary Accommodation.	Condition of Machinery	General Remarks.
200 976. 207	Workers	215	Wentworth, average 4s 6d per week.	12 hrs. 30 minutes	"Two latrines for 200 workers. Disposal received for 10 months. Effluvia very bad."	Some 2000s have guards. Windows are boarded out by shutters from inside.	
200 976. 208	Workers	215	Wentworth, 4s 10d per week.	Late afternoon food from 12 o'clock onwards before 2 o'clock. Disposal. "Black oil."	Effluvia so bad that girls brought out latrines open and at night, no doors. By depositing each day.	No shuttle guards in short time ago and shutters now very bad. Windows let in sunlight. Two workers and a worker lost an eye.	No ventilation, except by windows. These never opened.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS MAY E. ABRAHAM
(LADY ASSISTANT COMMISSIONER),

ON THE

CONDITIONS OF WORK IN THE SILK, CLOTH,
CARPET, CYCLE, WATCH, SHODDY,
AND FLOCK TRADES.

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THE EMPLOYMENT OF WOMEN.

To GEORGE DRAGG, Esq., Secretary,
Royal Commission on Labour.

September 24, 1892.

INTRODUCTION AND SCOPE OF THE INQUIRY

In further pursuance of the instructions received on March 7th, I have the honour to present a report on the conditions of employment of women in the following districts—

Macclesfield, Derby, Congleton, Braintree, Halesend, Bocking, Lock, Coventry, Kidderminster, Trowbridge, Bradford-on-Avon, Frome, Stroud, and Nailsworth.

Evidence has been obtained from spinners, employers, and other persons closely connected with the manufacture of silk, carpets, cloth, shawl and hosiery, watches, cycles, and the clothing of fashion and velvet.

I. SILK MANUFACTURE.

WAGES.

The wages earned by women in this industry vary not only with the different branches of manufacture, but also with districts and employers, except in Macclesfield there is no recognized scale of payments.

Throughout the trade work is intermittent, and therefore, although in some branches it is highly paid, the yearly average earnings are low.

The silk manufactured in Macclesfield usually consists of scarves and handkerchiefs, the black scarves worn by sailors in the navy being chiefly supplied from this district.

In the silk-throwing trade of Macclesfield women's average average about 7s. a week in the good season, and 6s. if calculated throughout the year. The wages earned by weavers, whether working in a mill, in their own houses, or for an "undertaker," are higher than those earned by the "throwers." Women working on power looms in a mill earn about 12s. a week during the good season; those working upon hand looms for an undertaker earn a similar wage and can rely upon more regular employment. Some of the latter class can average about 10s. a week throughout the year. Those who work in their own houses probably realize the highest net earnings, as loom rent is charged upon all hand looms by manufacturers as well as by undertakers, with the additional charge by some manufacturers of 1s. in the pound for quill winding.

The undertaker obtains work from a manufacturer, and lets it out to the worker at the same price, charging in every case a loom rent of 3s. a week in summer and 2s. 6d. a week in winter. This rent was till recently 4s. and 4s. 6d. Undertakers usually reserve one loom for their own use.

The price list is not absolutely adhered to by the manufacturers; some small firms wholly disregard it, and the larger ones only observe it when dealing with their indoor weavers. The price paid by these to undertakers and outdoor weavers is from 15 to 20 per cent. lower than that paid to indoor weavers, while the smaller manufacturers pay from 20 to 40 per cent. lower than to their indoor hands, who are already paid below the recognized scale.

In May last the indoor weavers obtained an increase of 10 per cent.

In Coventry, ribbon weaving is the principal branch of silk manufacture. As in Macclesfield, there is competition between indoor and outdoor labour, but unlike that case, the outdoor weavers command the higher rates.

Every outdoor weaver is a small capitalist whose plant is worth from £50 to £200. A "plain" loom costs about £20, and a "figured" loom about £30. Both are run by power which is supplied by an engine attached to every block of houses, and which is paid for by the weaver at the rate of 6d. per loom per week. House rent and power rent together amount to about 10s. a week.

In connection with this system the weavers consider they have a grievance. Very frequently, through failure on the part of the manufacturers to keep up a regular supply of "sheet" (i.e., warp), looms, after the work has been started, remain idle for a considerable time, and yet the weaver is obliged to continue to pay power rent to his landlord. When visiting the weavers' houses I noticed several looms which were standing idle because the "sheet" for one or two of the many pieces of ribbon had not been sent by the manufacturers.

As the supply of work is extremely irregular except during the months of February, March, and April, it has been difficult to estimate the weavers' earnings, even approximately. I could only learn that when in full work it is possible to earn 24s. a week. Pickers-up and fillers are employed by outdoor weavers as well as by manufacturers. When employed by weavers they receive about 11s. and 9s. a week respectively; when employed by manufacturers they receive about 11s. and 7s. a week respectively.

The trade in Braintree, Bocking, and Halesend is almost entirely crape manufacture, and the wages throughout most departments compare unfavourably with those in the corresponding departments of other branches of the silk trade. The weavers' average earnings are 6s. per week; those in other departments are about 7s. 6d. Until a year ago weavers earned rather more per piece, and were more regularly employed than now. In December 1891 the two-loom system was introduced, and its introduction was followed by a decrease in the number of weavers employed, and also in the net earnings of the weavers. No extra pay was allowed for the additional loom except 1s. a week during one month. This reduction is further explained under the head of Fines (see page 6).

Various kinds of braids and trimmings are manufactured in Lock, Congleton, and Derby, and a number of the manufacturers are also silk throwers. Wages in Lock are higher than in Derby, and in Congleton are slightly less than in Derby.

The average wages in Lock are 11s. 6d.

" " Derby are 10s.

" " Congleton are 7s.

COMPARISON BETWEEN THE LABOUR OF MEN AND WOMEN.

In Derby, men and women are sometimes employed together, and in these cases the men either receive a slightly higher rate (Mill 404) or they work two looms while the women work one only (Mill 933).

FINES AND DISCIPLINE.

Fines, as such, are not very generally resorted to in the silk trade as a means of enforcing discipline. An operative arriving five or ten minutes late is seldom allowed to proceed to her work on payment of a stated fine. She is, instead, "looked out," and, as a rule, this is until the next starting time. Hence she suffers the loss in wages which such a compulsory loss of time entails. Operatives, especially those whose homes are at a distance from the mill, look upon this as a hardship, as they find it difficult to obtain shelter for the two or three hours during which they have to wait, and the consequent exposure in bad weather is sometimes attended by serious results. I noticed that Messrs. Horsfield Brothers, of Congleton, provide a room in which those who come late can find seats and shelter, although in this mill the gates are only locked for 15 minutes against unrepentant hands. At one mill in Congleton (607) the operatives are fined 1s. for late attendance, and the money is paid into a sick benefit club.

The following table shows the scale of benefits. In addition to these, which members are entitled to

R 4

(a) Derby, Bocking, and Halesend.

(d) Lock, Congleton, and Derby.

(e) Derby, Congleton, and Derby.

(f) Derby, Congleton, and Derby.

receive three months after entry, there is a funeral benefit of £1. 10s. The entrance fee is 1s.

Rate of Wages per Week	4s.	5s.	6s.	7s.	8s.	9s. or more
Maximum contribution per month, four weeks.	1. 4	1. 4	1. 4	1. 4	1. 4	1. 4
Full allowance, first six weeks.	3. 8	3. 4	4. 0	4. 8	5. 4	6. 0
Half allowance, second six weeks.	2. 0	2. 0	2. 0	2. 0	2. 0	2. 0
Third allowance, third six weeks.	1. 4	1. 4	1. 4	1. 4	1. 4	1. 4
Quarter allowance, after wards.	1. 0	1. 0	1. 0	1. 0	1. 0	1. 0

This fund was supplemented by fines to the amount of £1. 4s. last year.

Some firms allow the operatives to start work upon arrival, and, in calculating the wages, deduct the time lost.

Fines as damages are rarely imposed in the silk trade, except upon weavers. As in the woollen and cotton trade, they are for injury done to the "pieces."

The silk and silk-crope weavers in Braintree complain that under the two-looms system they are unable to give sufficient attention to their work. This, in consequence, suffers in quality, and at the same time their wages are decreased by larger fines.

BAWTRY CROSS MANEY

The process of gassing, to which I referred in my Yorkshire Report, is carried on under similar conditions in Cheshire and Staffordshire. The gassing rooms are, as a rule, ill ventilated, or, although well ventilated, structurally unsuitable. (Hd. 388.) The atmosphere in the gassing rooms of this mill is extremely unwholesome, and the operatives complain of its injurious effects upon their health. Witness No. 434 does not employ women in this department because he believes the work to be so unwholesome.

In 51 mills visited the ventilation of ? is good. That of the remaining 44 is bad, or, in a few cases, indifferent. The windows are expected to serve as ventilators, but they are seldom opened in summer, and never in winter. It is in winter that, owing to the general use of gas, good ventilation is most essential. In one mill in Derby (No. 408) most of the rooms are crowded by heavy machinery, which extends from floor

to ceiling, and shuts out all daylight. Gas is burned all day, and the atmosphere is similar to that of a gassing room. There is no scientific system of ventilation, and the operatives cannot remember the windows having ever been opened. In throwing mills an unpleasant smell, arising from the soap used in the scouring of silk, makes the absence of ventilation more disagreeable than elsewhere. In two mills (Nos. 378 and 379) electric light is used instead of gas for lighting purposes, and this improves the atmosphere.

In Leek the standard working hours are 54 hours per week, and in Coventry, for throwers and preparers, 49½ hours per week. In the other silk districts full factory hours are worked, except in slack times.

The operatives in Leek like the present system of short hours. It was introduced some time ago by one firm and was gradually adopted by all in the town. Those from whom I obtained evidence would like a still further reduction, so as to admit of their starting work after breakfast. They believe their health, which has steadily benefited under the present system, would be better still if, at any rate in winter, they were not obliged to leave home at the early hour necessitated by starting work at 4 o'clock. The manufacturers state that the work now done during 54 hours is as great in quantity and better in quality than that which was done during 49½.

Six of the 51 silk mills I visited have dining or tea rooms (Messrs. Courtland's mills, at Radstree, Becking, and Halden; Messrs. John Breckinridge & Sons, and Messrs. Brocklehurst, Macclesfield, and Messrs. J. & C. Cash, Coventry); and a dining room is now being built by Messrs. Brough, Nicholson & Co., Leek. In every case the use of these rooms is free of charge, and in three mills Messrs. Courtland employ a woman to cook for the operatives gratuitously.

Pleasant grounds are attached to Messrs. Courtland's Halden mill, in which the women take their meals during the summer, and during spare time in the dinner hour a woman is employed by the firm to teach them to make their own clothes. The material is supplied at cost price by the firm. There is a small free library in connection with the mill for the use of the operatives, and the dining room is used during the winter evenings for dancing lessons and entertainments organised by the firm.

Seats are attached to the looms in almost all the mills I visited.

I found very few places in which the sanitary accommodation is objectionable. As a rule (see table, col. 6) water is laid on throughout the mills, and the lavatories are kept in good order.

(d) Hours.

(d) Work.

(d) Seats.

(f) Sanitary accommodation.

TABLES OF REFERENCE.

I.—SILE MANUFACTURES.

Index No. of Works.	Description of Works.	Index No. of Form.	Wages.	Race.	Sanitary Accommodations.	General Remarks.
401, 402, 403, 404, 405, 406	Manager and workers.	326	Woolen, black lambs to 4d and 4d 5d. Average weekly. Woollen, full time to 6d and 6d 5d. Woollen, Dressing, 1d. Woollen, now to 6d, formerly to 5d.	Demings, 1st a pocket for any fault. Woollen, now to 6d, formerly to 5d. Woollen, now to 6d, formerly to 5d.	Very good, lavatories supplied with water throughout.	Dining room and women kept to do cooking. Two long tables employed in November 1901, in a work added for the room, now open through of a circle, but this was taken off in the following December.
		327				Information obtained by Mr. Hoadley in the absence of the principal.
407, 408, 409, 410, 411	Manager and workers.	328	Woolen, average daily time to 6d a week. Woollen, average to 6d, now to 6d, a week. Woollen, to a week.	Demings, 1st a pocket.	Very good, water throughout.	Sanitary of all allowed if the piece is without fault, but workers are then in possession. Dining room, and women kept to do. Electric light throughout.
412, 413, 414	Manager and workers.	329	Woolen, average to 6d, to 6d per week.	Demings, 1st a pocket.	Very good.	Dining room and women to do. One and a half for a cup. Electric light throughout. Wash taken in progress during summer. Lodging for those who come from a distance.
415, 416	Manager and workers.	330	Woolen, to 6d, to 6d. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Clean, good, water.	Ventilation very bad, only two windows made to open in rooms where 100 girls are employed.
417	Employer.	331	Woolen, to 6d, to 6d. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Fine work.	
418	Employer.	332	Woolen, to 6d, to 6d. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Good, water throughout.	Ventilation good, but. Heating a steam room.
419	Manager.	333	Woolen, to 6d. Woollen, to 6d to 6d.	Deduct from wages amount of time lost.	Good.	Ventilation fair in some rooms, but generally insufficient.
420, 421	Manager and workers.	334	Average, to 6d, to 6d.	Late to 10 minutes, 1d. to 10 minutes, 1d.	Sanitary sometimes get out of order but not to all cases.	Ventilation bad. Windows seldom opened. Windows often have several who have been ill in consequence.
422	Employer.	335	Shoemen, 12s. to 12s. Work decreasing with introduction of machinery.	If late, others get upon work.	Good.	
423, 424	Manager and workers.	336	Woolen, to 6d. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Good.	Operations are looked in while at work.
425	Manager.	337	Woolen, to 6d. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Good.	Ventilation bad.
426, 427	Manager and workers.	338	Shoemen, 12s. to 12s. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Flushed.	Atmosphere in pressing room exceedingly bad. Shoemen too working, but room very small and low. One limited 8 and workers complained of injury to health.
428	Worker.	339	Shoemen, to 6d, to 6d. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Fair.	Have ventilation, but not in one.
429	Worker.	340	Shoemen, to 6d, to 6d. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Flushed.	Ventilation bad.
430	Worker.	341	Shoemen, to 6d, to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Good.	
431, 432	Employer and workers.	342	Shoemen, 12s. to 12s. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Flushed, good.	Men and women workers paid alike. The room and ceiling attached to wall, where help can be given in case of illness.
433, 434	Manager and workers.	343	Shoemen and shoemakers, 12s. to 12s. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Dark at bottom of wall repaired every fortnight, windows well ventilated.	General ventilation very bad, no windows open, and no other form of ventilation.
435, 436	Manager and workers.	344	Woolen, full time 12s. to 12s. Woollen, 12s.	Late attendance, 5 minutes given, deducted then according to time lost.	Good.	Ventilation bad, some hot windows, which are shut. Dining room and attendance with hot water, free.
437, 438	Manager and workers.	345	Shoemen, to 6d, to 6d. Woollen, to 6d to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Lavatories used by men and women in one tank, separate accommodation in second tank.	Free working.
439, 440	Manager and workers.	346	Average from 6d, to 6d, to 6d.	Late attendance, 5 minutes given, deducted then according to time lost.	Good.	Ventilation good.

Index No. of Trip	Occupation of Worker	Index No. of Crew	Wages	Index	Sanitary Accommodation	General Remarks
645, 646	Manager and worker	27	Wardens, 44 to 44 to 44. Cleaners, 44 to 44 to 44. Builders, 44 to 44 to 44	Life situation, locked out	Fair, Ash system	Ventilation bad.
645, 646, 647	Foreman and worker	28	Wardens, average 44 to 44, through pipe.	No fans - - -	Outside, fair	Workers pay from rent of 44 to 44, in water. House 44 to 44 to 44 with 14 hours for meals.
648	Underminer and worker	50	Wardens, 44 to 44 to 44. Workers 44 to 44 to 44 to 44	No fans - - -	Outside, good	Loose rent on plain house to 44 to 44, on forced house to 44 to 44.
649	Worker	49	Workers, average through pipe 44 to 44.	No fans, generally "pull back" upon work.	- - -	Loose rent, 44 to 44. House, 44 to 44.
649, 649	Underminer and worker	-	Workers, average like 44.	No fans - - -	- - -	House average to 44 to 44. Loose rent, 44 to 44 to 44.
649	Underminer	-	One over 44 to 44, a week when working hard in full time.	No fans, but, last time "pulling back." Due to the overworking the "locking in."	- - -	Work from 44 to 44 during full time. Table too steeping on long, and even to children at night. In busy time only 44 to 44 to 44.
651, 651, 652	Manager and worker	40	Workers, average 44 to 44. Cleaners, 44 to 44.	Age of out fall next starting time of 44.	Outside, fairly clean	Ventilation bad.
651, 651	Manager and worker	40	Wardens, 44 to 44 to 44.	Locked out full next starting time of 44 minutes late.	Clean and good	Ventilation bad, none but window, which are closed.
651, 651	-	40	Workers, 44 to 44, Wardens, 44 to 44 to 44.	From working 44 to 44, locked out full next starting time of 44 minutes late.	Water, fair	Men workers have two hours, women one hour. Ventilation bad throughout. In working rooms none, created by machinery and gas kindled all day. Atmosphere like that of mining room.
652	Miner	40	Miners, average 44 to 44. Men employed at mine work, 44 to 44.	If late, locked out and left, deducted for every half hour.	Outside, fair	Ventilation very bad, none but windows, which are not opened. Men paid better than women, because they do more work.
652, 652	Manager and worker	40	Workers 44 to 44 to 44.	Life situation, 44 minutes late, and locked out full next starting time.	Good	Ventilation fair.
651, 652	Manager and worker	40	Workers, 44 to 44 to 44. Wardens, 44 to 44 to 44.	Life to 44 minutes late and locked out full next starting time.	Good	-
652, 652	Employer and worker	40	Wardens, 44 to 44 to 44. Cleaners, 44 to 44 to 44.	Life to 44 minutes late and locked out full next starting time.	Very good	Hot water for meals free.
652	Manager	40	Workers 44 to 44 to 44.	Life, locked out full next starting time.	Fair	Ventilation bad; rooms very low and dark.
652, 652	Manager and worker	40	Workers, 44 to 44 to 44.	Life, locked out full next starting time.	Good	Hot water for meals free.
652, 652	Manager and worker	40	Workers, average 44 to 44 to 44.	Life, 44 to 44 and locked out full next starting time.	- - -	Good, from 44 to 44 and for sleeping employees.
652, 652	Manager and worker	40	Workers, 44 to 44 to 44. Cleaners, 44 to 44 to 44.	Life, 44 to 44 and locked out full next starting time.	Water. Recently altered from tank system.	From a running room. Atmosphere bad in 44 to 44, but in the other.
652, 652	Manager and worker	40	Workers, average 44 to 44 to 44.	Life, 44 to 44 and locked out full next starting time.	Clean. Flushed every day.	Ventilation bad. Good from 44 to 44.
652	Employer	40	Workers, average 44 to 44 to 44.	Life, 44 to 44 and locked out full next starting time.	Water, good	Fair ventilation.
652, 652	Manager and worker	40	Workers and cleaners, average 44 to 44.	Life 44 minutes' grace, then locked out and wages stopped.	Tank system, efficient	Ventilation bad.
652, 652, 652	Manager and worker	40	Workers, 44 to 44 to 44. Cleaners, 44 to 44 to 44.	Life, locked out next starting time full next starting time.	Water, good	Hot water free.
652	Worker	40	Workers 44 to 44 to 44.	None - - -	Outside, tub system	Ventilation bad.
651, 652	Manager and worker	40	Cleaners and Guardians, average 44 to 44.	Life, 44 minutes' grace, locked out in 44 minutes, but on shelter 2000 ft. to 44.	Good	Workers opened at night to ventilate rooms.
652	Manager	40	Workers and cleaners, average 44 to 44.	Life wages deducted for time lost.	Fair	Ventilation bad, only a few windows well open.
651, 652	Manager and worker	40	Workers, average 44 to 44 to 44.	None - - -	Water, good	Outside workers paid higher prices than those inside.
651, 652	Manager and worker	40	Workers, 44 to 44 to 44. Cleaners, 44 to 44 to 44.	None - - -	Water	Ventilation good in parts.
651	Manager	40	Workers, 44 to 44 to 44. Cleaners, 44 to 44 to 44.	None - - -	Good	Heavy 44 to 44 to 44 half for meals.
652	Manager	40	Workers, 44 to 44 to 44. Cleaners, 44 to 44 to 44.	Life, 44 to 44 to 44.	Water, average	-
651, 652	Manager and worker	40	Workers, 44 to 44 to 44. Cleaners, 44 to 44 to 44.	None - - -	Good	Ventilation bad.
651, 652	Manager and worker	40	Workers, 44 to 44 to 44. Cleaners, 44 to 44 to 44.	None - - -	Good	Ventilation good.
651, 652	Manager and worker	40	Workers 44 to 44. Wardens, 44 to 44 to 44.	None - - -	Water, good	Ventilation good. Gravel open.
652	Manager	40	Workers, average, 44 to 44 to 44. Men, 44 to 44 to 44.	Life, locked out	Good	Workers were sent out to work with wind 44 to 44.

II. CARPET MANUFACTURE.

WAGES.

Employment in the carpet trade of Kidderminster is fairly regular and the wages earned by women in some departments are good, but for the majority employed they are low, and no attempt has been made by the women themselves to improve their position.

Women are employed as weavers of Axminster rugs, their average weekly earnings being about 14s. 6d. also as weavers of Turkey rugs, for which they receive a standing wage of 12s. a week; as weavers of the chenille used in Axminster rugs for which they receive from 10s. to 12s. 6d. a week. Stumpers average 20s. a week; printers and pickers 11s., and those employed in other departments 5s. a week.

COMPARISONS BETWEEN THE LABOUR OF MEN AND WOMEN.

An attempt was made, 14 years ago, to introduce women as weavers upon the same class of work in which they are engaged in Yorkshire.

They were offered the same wages as those paid in Yorkshire, viz., about 15s. a week. The men who had been, and are still in receipt of about 35s. a week struck against the proposed introduction of women's labour and were successful in their opposition.

The trade union which exists is composed entirely of men engaged in weaving, and with them women do not enter into competition.

FINES.

As a means of checking late attendance fines are seldom imposed, the rule being, as in the silk trade, to close the gates until the next starting time. I did not find that objected to.

If work is fairly the general rule is to have it done over again without payment.

When this is not possible, the fine ranges from 3d. to 2s. 6d.

SANCTUARY ROOMS.

The 11 mills I visited are pretty well ventilated, and in no case was the ventilation actually bad, though in one mill (No. 435) there was serious overcrowding in a small room. In one case I found electric light (No. 441).

The sanitary accommodation is good in all cases; the lavatories are well supplied with water and cleanly kept.

As a rule seats are attached to the looms.

The work done by women in the printing department is extremely dirty, and in some branches of weaving considerable exertion is required, but I received no complaints from the women I questioned as to effects of either class of employment upon their health.

I regret that I am unable to report as to the condition of Messrs. Richard Smith & Son's factory, information having been refused by Mr. Vasey.

(a) No sanitary room.

(b) Fines as damages.

(c) Vent. bad.

(d) Sanitary accommodation.

(e) Seats.

(f) Unwholesome work.

(g) Free reference information.

TABLES OF REFERENCE.

II. CARPET MANUFACTURE.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Wages.	Fines.	Sanitary Accommodation.	General Remarks.
724, 725	Manager and worker.	401	- - -	Fine heavier than in any other factory in Kidderminster.	- - -	Information refused by Mr. Vasey.
726, 727	Manager and worker.	402	Widow, average 12s. Stumpers, average 10s. 6d.	Late, marriage (1 minute) given. Locked out till 11. After meal hours 1 minute given. Locked out till next starting time.	Good, water -	Ventilation good in work rooms, airy in wall. Hot water 20s.
728, 729	Manager and worker.	403	Widow, average 10s. Stumpers, full time, 20s.	None -	Water, hot -	Hot water free.
730	Manager.	404	Widow, 5s. to 15s. Pickers, full time, 20s. Stumpers, 10s. - Printers, 15s. to 18s.	Late, locked out till next starting time.	Water, good -	Ventilation good in work rooms, generally fair.
731, 732	Manager and worker.	405	Stumpers, average 10s. Widows, full time, 20s.	Late, locked out at 10.15 till breakfast time.	Water, good -	Printing very dirty work.
733, 734	Manager and worker.	406	Fingers, weavers 5s. to 10s. On the looms, 10s.	Late, locked out till next starting time.	Good, water -	Ventilation good, except in one room, which was overcrowded.
735, 736	Manager and worker.	407	Widows, Axminster, 10s. to 12s. On the looms, 10s.	Late, locked out. Other times from 10 to 12. 4d.	Good -	Ventilation good. Hot water 20s.
737, 738	Manager and worker.	408	Stumpers, 5s. to 10s. Pickers, 10s. to 12s.	Late 18 minutes, locked out till next starting time.	Water -	Ventilation good. Half-timers not by ventilation.
739, 740	Employer and worker.	409	Stumpers, 10s. Double, 10s. to 12s. On the looms, 10s.	Locked out, if late, till next starting time.	Water -	Ventilation good, and putting in more fuel.
741	Manager.	410	Pickers, 10s. to 12s. Wideners, 5s. to 10s.	Locked out, if late, till next starting time.	Water -	Good ventilation. Electric light throughout mill.
742, 743	Manager and worker.	411	Stumpers, 10s. to 12s. Wideners, 5s. to 10s.	Locked out, if late, till next starting time.	Water -	Good ventilation.

III. FUSTIAN AND VELVET CUTTING.

WAGES.

There is very little slack time in the trade, and women earn on an average 8s. 6d. a week.

COMPARISON BETWEEN THE LABOUR OF MEN AND WOMEN.

Men and women are paid at the same rate, but men earn about twice as much as women because of their greater strength. Every person has two long frames upon which the cloth is stretched, ready for cutting, and while women are unable to cut more than one piece at a time, men can cut two pieces without difficulty.

FINES.

There is no punishment for late attendance. The discipline in this respect in fustian and velvet mills is as lax as it is in all other respects.

A uniform fine of 1d. is imposed as damages for every hole, and a uniform fine of 6d. for every cut made in raising the pile.

HYGIENE FROM DISEASE.

The woven cloth is soaked in lime preparatory to cutting, and the dust which rises during the latter process is believed by the women to create lung disease, and to be also injurious to the sight. Witness, 745, states that she knows several women who have been obliged to give up working from this cause. Several witnesses complained of prostration, and injury to their feet caused by the distance walked daily in the factory. They estimate it to be about 20 miles, and this was endorsed by some of the employers and by the medical officer of health. The latter is of opinion that fustian and velvet cutters suffer especially from "asthma and

affections of the feet." Witness, 745, told me that women have attempted to cut two pieces at the same time but were unable to do so owing to the strain upon their strength.

From the nature of the work done in them, fustian mills are never over-crowded, and in many the rooms are lofty. On the other hand, no provisions are made for extracting the lime dust to which I have referred and which is generally present in great quantities.

The sanitary accommodation is apart from the mills in all cases. With one exception (Mill No. 449) the lavatories are arranged on the tub system and in two cases (Mills 445 and 448) the same lavatory is used by men and women.

MORALITY.

I visited 10 fustian mills and with the exception of one (Mill 443), where the men and women work apart, I found no evidence of proper discipline, and I noticed a loose tone in the behaviour and conversation of the workers. Unsuitable songs were sung, and very undesirable romping took place even during my visits. I was informed by a police officer (witness, 751) and the Relieving Officer for the district (witness, 752) that immorality had increased considerably since the introduction of the fustian trade. These witnesses believe that to be due to the freedom of intercourse which exists between men and women working in the mills. They are allowed to bring unlimited quantities of drink into the mills during working hours and the general tone is stated to be, as I found it, very low. I was informed by the Assistant Town Clerk that over 25 per cent. of the affliction orders granted have been applied for by women employed as fustian cutters although these form only a small proportion of the female population.

TABLES OF REFERENCE.

III. FUSTIAN AND VELVET CUTTING.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Wages.	Fines.	Sanitary Accommodation.	General Remarks.
734, 735	Employer and worker.	445	Average 10s. 6d. long frames, 12s. 6d. short frames.	Holes 6d. each, seldom more than two at one piece.	Outside, tubs.	Ventilation bad, great deal of lime dust. Men and women paid at same rate. Employers keep them apart during working hours.
736	Manager.	446	Average 10s. 6d.	Holes 6d. each, cut in cloth 6d.	Tub, dirty, effluvia. Used by men and women.	Ventilation supplied by grates in wall.
737, 738	Manager and worker.	447	Average 10s.	Holes 6d. each, cut 6d.	Outside, tubs.	Ventilation good.
739, 740	Manager and worker.	448	Average 10s. 6d.	Holes 6d. each, cut 6d.	Outside, tubs.	Ventilation very good, rooms lofty.
741	Employer.	449	Average 10s.	Holes 6d., cut 6d.	Outside, tubs, effluvia.	Ventilation very bad, lime dust thick. Men and women employ coarse shoes and slippers.
742, 743	Manager and worker.	450	Average 10s. 6d.	Holes 6d., cut 6d.	Outside, tubs. Used by men and women.	Ventilation bad, lime dust thick.
744, 745	Manager and worker.	451	Average 10s. 6d.	Holes 6d., cut 6d.	Outside, water.	Ventilation very bad. Witnesses 744 states that many women have left work because of lung disease. Knows nine cutters, but does not let his daughter work. Men and women paid same rate, but men more lucky, as they can use two frames.
746, 747	Manager and worker.	452	Average 10s. 6d.	Holes 6d., cut 6d.	Recently built outside. Tubs, clean.	No discipline.
748, 749	Employer and worker.	453	Average 10s. 6d.	Holes 6d., cut 6d.	Outside, tubs.	Does very heavy work (fustian 10" finish) in Manchester.
750	Manager.	454	Average 10s. 6d.	Holes 6d., cut 6d.	Outside, tubs.	Signs dust very thick. No discipline.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Wages.	Fines.	Sanitary Accommodations.	General Remarks.
204	Police constable.	—	—	—	—	Mortality in Copleston very bad since introduction of Indian trade. Witness thinks more than 1000 have died of tuberculosis between 1900 and 1905, and women doing similar work without any form of disinfection. Large number of children in this district (Indian market).
210	Asapham Town Clerk.	—	—	—	—	Endorses statement of persons witness as to growth of tuberculosis. Over 50 per cent. of tubercular workers employed in Indian market, and also many a small proportion of the female population.
220	Collecting Officer.	—	—	—	—	Agrees with persons witness. Would like to see women and men working in separate houses, as at 221 No. 40.
254	Medical Officer of Health.	—	—	—	—	Persons witness in his report (p. 10) state "women" and "men" employed in the same work, and that they work about 36 hours a day at their work.

IV. CYCLE MANUFACTURE.

WAGES.

Women are employed to a considerable and increasing extent in the more mechanical portions of cycle making. They earn an average wage as—

	s.	d.	s.	d.
Ball grinders of -	10	0	to 14	0
Screw turners of -	6	6	to 9	0
Screw makers of -	9	0	to 14	0

COMPARISONS BETWEEN THE LABOUR OF MEN AND WOMEN.

Women and men are not at present employed upon the same work, but witness, No. 221, told me he intended to supplant men's labour as far as possible by

that of women "as women worked so much cheaper than men."

FINES.

Fines are not imposed for late attendance, but the gates are locked either for a part or for the whole of the day, and the wages are diminished according to the time lost.

VENTILATION AND HEALTH.

I found the ventilation good in three factories, and bad in two.

I received no complaints from the operatives of injury to health resulting from any branch of the work, and, as a rule, seats are provided.

The sanitary accommodation is good in all cases.

(a) See Appendix B, item.

(b) Fresh air.

(c) General.

(d) Sanitary accommodation.

TABLES OF REFERENCE.

IV. CYCLE MANUFACTURE.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Wages.	Fines.	Sanitary Accommodations.	General Remarks.
217, 218	Manager and worker.	206	Scoring and metal grinding, 4s. 6d. to 5s. Machine, 4s. to 1s. Ball grinders, 10s. Screw makers, 10s. to 14s.	None, but locked out sometimes if late.	Water - - -	Ventilation good. Most of the work very dirty. The worker in which the women have to keep their hands continuously immersed in water. Rooms warmed by stoves.
218, 219	Manager and worker.	204	Examination, 10s. to 12s.	None - - -	Water - - -	Women allowed to leave before noon, and do not return to work after lunch for a few minutes longer.
222	Manager.	245	Scoring, 10s. Screw turners, 10s. to 12s.	Locked out for day if late.	Water, good - -	Ventilation bad. Witness intends to employ girls, as far as possible, in place of men, as the labour is so much cheaper.
223, 224	Manager and worker.	240	Ball turners, 10s. - -	If late wages stopped for day.	Water - - -	Ventilation bad.
224, 225	Manager and worker.	247	Screw turners, 12s. to 14s. Ball turners, 10s. to 12s.	If late wages stopped for "evening," i.e. 6.15 until midnight.	Outside, water - -	Ventilation, fair.

V. SHODDY AND FLOCK MANUFACTURE

WAGES.

The average wage for rag sorters in the West of England is 7s. 6d. a week.

GENERAL CONDITIONS IN COMPARISON WITH YORKSHIRE.

The general conditions are better than in the Yorkshire mills. A considerable portion of the sorting is done after the rags have been washed, and those which

are sorted before washing are rather cleaner than in Yorkshire.

EFFECT UPON HEALTH.

The rooms are generally lofty, and the ventilation good. None of the witnesses I examined had suffered from shoddy or flock fever, nor did they know anyone who had done so.

(a) Yorkshire.

TABLE OF REFERENCE.

V. SHODDY AND FLOCK MANUFACTURE.

Index No. of Witnesses.	Description of Work.	Index No. of Firm.	Where.	Price.	Sanitary Accommodation.	General Remarks.
105, 518	Manager and worker.	400	System and general average 1s.	None	Differs, outside	No ventilation, effluvia small loss rain.
111, 519	Manager and worker.	401	Sorters, 5s. to 7s.	None	Outside, fair	Ventilation fair, very little dust, and women say they have not suffered from shoddy fever, or known anyone who has done so.
111, 524	Employer and worker.	402	Sorters, 5s.	None	Outside, fair	Good ventilation. Very little dust. In time and other ways most of the rags are washed.
11, 536	Manager and worker.	403	Sorters, 7s. to 10s. 10s. to 12s.	None	Outside, used by men and women.	Ventilation good, free from dust.

VI. CLOTH MANUFACTURE.

WAGES.

Comparing the manufacture of cloth in the West of England with the same industry in Yorkshire, upon which I have previously reported, I find in the latter a higher rate of wages than those paid in Wiltshire, Dorsetshire, and Gloucestershire.

Weavers in Trowbridge earn about 10s. a week in full time, and about 7s. 6d. on the average all the year through. Pines and other charges reduce this to 7s. In the Bradford-on-Avon, Frome, and Stroud districts the average for weavers, working full time, is about 14s., and, taking the year through, about 12s. Men's wages average from 9s. in Trowbridge to 15s. in other districts. Pines' wages average about 7s. 6d. throughout the three counties.

COMPARISONS BETWEEN THE LARGEST OF MEN AND WOMEN.

Men are employed upon heavier work than women and receive higher wages. At one mill (456) in Trowbridge, women have been recently put upon men's looms, and are receiving the same rate of pay.

FINES AND DEDUCTIONS.

The fine for late attendance seldom exceeds 1s., and is not universally imposed.

The same system of fines for bad or damaged work exists with a few exceptions throughout the west of England. A sum which ranges from 1s. to 2s. is "taken up" from the price of every cloth as it is "taken up" by the weaver. The amount of damage is calculated after it has passed the weaver. If the actual damage does not amount to the fine imposed, the balance is not returned to the weaver, but is kept by the firm in case the next piece should prove worse than the last. If, on the other hand, the amount of actual damage exceeds the standard sum deducted, the balance is entered against the weaver's name as a debt. Such debts frequently amount to 5s. or 10s.

The weavers complain that they never know what amount is standing against them in the books, or for what fault they have been fined.

Deductions of 10s. 6d. and 24s. are made in Trowbridge for improvements in machinery. For the tying in of a new harness a deduction of 5s. is made. During

my visit, in consequence of the action taken by the recently formed trade union this charge has been abolished at one mill (No. 405).

All the weavers I examined in Trowbridge made that false parchment are supplied to them on their tickets. The nominal length of a piece is 40 yards, and the actual length is 56 yards. When an "end" is down throughout the piece the weavers are charged for the mending of a piece 56 yards long, although they are paid only for the weaving of a piece 40 yards long.

(a) Gloucester.

EFFECT UPON HEALTH.

The looms throughout the West of England run at a lower speed than in Yorkshire, and shuttle accidents are therefore less frequent. I heard of only one shuttle accident. At one mill (No. 474) in Stroud, a weaver lost her eye; at one (No. 402) in Trowbridge, and one (No. 473) in Stroud, minor accidents occur frequently.

(a) Shuttle accidents.

The sanitary accommodation in the majority of the mills I visited is bad, although on the whole it is less injurious than in either Yorkshire or Lancashire, as the lavatories are generally built outside the mills, and the effluvia seldom reaches the weaver while at work.

(b) Sanitary accommodation.

At Messrs Palmer and McKay's, Trowbridge, hot water is used for drinking purposes, and the effluvia is stated by witness 708 to be very bad. I had no opportunity of verifying this statement as permission to inspect the mill was refused by Mr McKay.

Ventilation is generally bad. Pines are almost untied, and windows are seldom opened. In one mill (No. 455) in Trowbridge the weavers and spinners room is without ventilation, and is situated immediately above, and connected by an open staircase with the room in which wool is scoured. The ingredients used in scouring are pum, gall and measure, and the effluvia, which has no escape from the upper room affects the open to that an unconscious person cannot keep them open.

(a) Trowbridge.

In one mill (Messrs Apperley, Curtis, & Co.) in Stroud, no trouble has been spared to ensure good ventilation. Every room has one or more fans, and the sanitation in other respects is equally good. All the rooms are sprinkled once a week with carbolic acid.

VII. WATCH MANUFACTURE

WAGES

All girls are paid 1s. a week for the first three months and rise on the lower classes of work to from 10s. to 12s., and on the higher classes to from 15s. to 20s. a week.

COMPETITION BETWEEN THE LABOUR OF MEN AND WOMEN.

The introduction of women's labour was opposed by men for the first five years, but the opposition was then broken down and women now enter very little into direct competition with men. The hand work for which men were paid about 18s. a week is now done by women with machinery for about 12s. Women are employed to a slight extent only upon skilled work and where they have reached the higher branches, it is in most cases only a lower division. For example, in dial painting women receive 10s. to 18s. a week for laying on the colour and marking the seconds, whereas men for the more skilled work of drawing and marking out the figures receive 40s. Women are employed at engraving and shield carving, both skilled work, at which men are also employed, and receive 20s. and 25s. For these employments respectively, men are paid at the same rate, but are considerably more except in these departments, attempts to penetrate women to skilled work have failed. Their average wage of 10s. to 12s. a week seems sufficient for their needs. Most of those employed are young girls, who pay their parents 5s. a week for board and lodging, and use the balance of their wages as dress and pocket money.

Up to this they have preferred mechanical work, which requires little attention, to skilled work which requires a great deal more.

FINES

At one factory (No. 483) a fine of 1d. is imposed for five minutes lost at starting time. A door-keeper attends during the first five minutes, but girls coming in later are expected to mark their own time. If they fail to do so, or are found to have marked a false time, a fine of 6d. is imposed. For being absent without leave or for laughing, 6d. is also imposed. All fines above 1s. are referred to the office.

EFFECT UPON HEALTH.

Women suffer slightly from the house dust thrown off in the setting of brass wheels. The quantity is greatly lessened by the use of oil, but a certain amount is still inhaled by the workers.

Girls employed on the "wig wag" suffer from the vibration of the machine which produces a nervous twitching. This at first continues after the work has been finished, but the girls become gradually accustomed to the machine and it ceases to have any effect.

Women at present work 5½ hours a week, but witness No. 326 intends to reduce these hours to 5½. The women at his mill arrive later and leave earlier than the men whose hours are at present 57, and are about to be reduced to 54.

I found the ventilation and sanitary accommodation good.

TABLES OF REFERENCE.

VII. WATCH MANUFACTURE.

Index No. of Witnesses	Occupation of Witness	Index No. of Firm	Name	Place	Sanitary Accommodation and Health	General Remarks
315, 317, 495, 505	Manager and workers.	483	All girls begin at 10s. a week for first three months. Advance on general work, 10s. to 12s. on some on skilled work, 15s. to 18s. for older. Many girls do a time wage, with bonus for extra work. According to the bonus earned the time wage is increased.	Leigh, Lancashire. 5 minutes, 1d. Advance 2 minutes extra work then were here. If found to have marked wrong time or omitted to mark late. 6d. for piece work before stopping time, at being allowed without leave. 6d. for being late or talking. 6d. All from 10s. to 12s. and increased by the bonus. Above that women there are referred to the office. Fines are added to a sick time.	Smallish lavatories with cloak room for women to remove part of head-dust. At present in yard. All general the girls put their clothes upon a rod above their heads and at not women they suffer from the damp clothes wetted. Girls entering house should suffer 1s. in the house dust sent off by the machine. Oil is used to lessen the quantity of dust given off. Girls employed on the "wig wag" suffer from the vibration of the machine, but become gradually used to it.	Ventilation fair. Never smelter warmed room, but take back rooms where head-dust have dried and who worked there before morning. Introduction of a woman's house was opposed by men for first five years. Women receive 10s. a week working upon a machine for work at a clock men for work earned for working by hand. In dial painting women lay on colour and mark seconds by which they receive about 10s. to 12s. a week. Men draw and mark out the hands to which they receive 15s. a week. One woman is employed at engraving and is paid at the same rate as the men employed. She earns 15s. a week. Women are employed in shield carving at which they earn about 20s. a week. In both these departments men earn more though paid at the same rate. At general men work 47 hours and women 51. These hours are about to be reduced to 44 and 50 for men and women, respectively. Women come later and leave earlier than men.
484, 521	Manager and workers.	489	All begin at 10s. a week, rise to 12s.	Good work at 4.30. Allowed to come to 10.7.0 from time half an hour. If late at 1.3.0'clock lose two pence.	Water	Good number of ventilators but all closed.

SUMMARY.

To sum up, the average wages of women employed in the trades referred to in this report, range from 5s a week in the Essex silk trade to 50s. a week in the Kidderminster carpet trade. The weekly earnings of silk weavers during slack time are as low as 2s 6d., and those of carpet stampers during full time as high as 37s.

Men as well as women are employed in every trade upon which I have reported, and they generally take the heavier work. When this is the case in the arms department, they receive a higher rate of pay than women. In the cycle and watch trades, men do the skilled work, while women, with the few exceptions in the watch trade I have pointed out on page 46, do the mechanical work.

Competition between men and women is chiefly felt in the silk trade of Derby; in the other trades and industries upon which I have reported there is little direct competition, although in the manufacture of cycles, this is likely to occur before very long.

In Trowbridge the rates are heavier, and the system of collecting them unlike that followed in any other

district included in this report. It differs, also, from the Yorkshire system, and owing to the fact that the weavers' damages are assessed by the masters, a very bitter feeling has been created between these two classes of workers.

With regard to the effect of the labour of women upon their health, I have not found anything very deleterious to report, except in the case mentioned on page 64, where a room in which a number of women are employed is unconsciously connected with another room in which an extremely noxious process is being carried on, and in the silk trade, where the employment of women in the gassing department under the present conditions of ventilation is very injurious to their health.

Effect upon health.

I am, Sir,
Your obedient servant,
(Signed) MAT H. ABRAHAM.

Read and approved,
(Signed) ELIZA ORMER.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS MAY E. ABRAHAM
(LADY ASSISTANT COMMISSIONER).

ON THE

CONDITIONS OF WORK IN THE WHITE
LEAD INDUSTRY.

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THE EMPLOYMENT OF WOMEN.

To GEOFFREY DRAKE, Esq., Secretary,
Royal Commission on Labour,

Sir,
3rd December 1894.
In further pursuance of instructions received on March 7th, I have the honour to present a report on the conditions of employment of women in the manufacture of white lead.

I have visited nine white lead factories, and have made special enquiries into the conditions affecting the health of the women employed. Detailed particulars of my visits will be found on page 6 in tabulated form.

I have also taken expert medical evidence as to the injurious character of the employment, and have examined several persons at present suffering from the effects of lead poisoning.

LETTER TO MEMBERS.

The manufacture of white lead has been recognised as a dangerous employment, as shown by the establishment of special rules under the Factory and Workshop Act (1883). Many of the rules, for the protection of the operatives, now enforced by law had been voluntarily adopted by some employers, but notwithstanding this fact, and their now universal establishment, a considerable number of women and girls are affected by lead poisoning after having worked but a few months or weeks, and some of them die within two or three days, in a state of coma. Many recover from the first attack, are suspended from work by a doctor's order, return after the prescribed interval has elapsed, become poisoned again, and die from the effects of their work at a later period. In these cases some other dose of work is generally taken during the enforced abstinence from lead work, and owing to the fact that numbers die while engaged in such temporary employment, it is impossible to obtain complete statistics as to the deaths caused by the previous effect of their original industry. The fallacy of the statistics which I have been able to obtain is further affected by the fact that a number of deaths due indirectly to lead poisoning, i.e., to diseases induced by lead poisoning, are not attributed to that cause in the certificates of death.

One hundred and thirty-five cases of lead poisoning were admitted into the Newcastle Infirmary within five years; ninety-four women, and forty-one men. Eight of the patients died, five women and three men. The majority of the women were young. The records held from 1889 to 1893 in the Newcastle district show twenty-three deaths attributed to lead poisoning, twenty-two women and one man.* The majority of these deaths occur between the ages of 17 and 30, although by Sect. 32 of the Factory and Workshop Act, "young persons," i.e., persons under 18 years of age, are prohibited from working in white lead works.

Witnesses from a lead factory in Sheffield furnished me with a list of twelve deaths from lead poisoning which took place within the last four years. The list includes no less than eleven women.

LIST OF CASES OF LEAD POISONING.

The following is a list of the persons I examined who were at the time suffering from lead poisoning:—

1. A. B. Opac moulder. Age 28 years. This witness began work at 21 years of age. Her first attack occurred after five months' work at factory No. 494. She had lead colic and was ill for seven weeks; she then went to factory No. 495, and worked in "white beds" five days a week from 6 a.m. to 3 p.m., or sometime to 4.30 p.m. On Saturday she worked from 6 a.m. till noon. Breakfast was at 8. She continued to work off and on for two years, during which she had frequent attacks of lead colic, "wrist drop" and epileptic fits. She was then attacked by opac moulder, and is now in the workhouse totally and permanently blind. She used to wear a handkerchief over her head, and another over her mouth at factory No. 494. She wore a knitted cotton cover at factory No. 495. She told me she disliked wearing these protections as she found it hard to work

and breathe with them on. She was accustomed to "draw" four stoves a week at factory 495, and earned about 11s. a week when fully employed.

2. C. D. Pinner. Age 43 years. Witness worked at factory No. 496 for four years, and she then went to factory No. 497. She worked in the "stoves," "white beds," and "rollers." Her first attack began six weeks after she commenced to work, she was ill for about four months and is now in the workhouse.

3. E. F. Wrist drop. Age 31 years. This witness worked twelve months at factory 497, and became ill six months after starting. She has since had several attacks.

4. G. H. Paralysis. Age 55 years. She worked for nine months at factory No. 494 in the "stoves" and "white beds" which were very hot and dusty. She was for six months in the infirmary quite insensible and delirious. The witness does not remember the date of her first attack.

5. I. J. Colic. In this case also the witness could not remember the date of her first attack or give her age; she worked for eight years at factory 494, and has had frequent attacks of colic.

6. K. L. Colic. Age 22 years. K. L. has worked for five weeks in the "stoves" at factory No. 495. She "draws" three "stoves" every week, she wears a mangle, and took a bath when it was provided; this was on the day after the stoves had been drawn. She always found a deposit of lead in the bath. Her first and present attack came on five weeks after starting work.

7. M. N. Wrist drop and epileptic fits. Age 44 years. Witness began to work at 24 years of age; he had an attack of insanity when he was 27, and "wrist drop" came on at 34 years of age. He has several times become nearly blind. He worked at factory 494 on the "white beds."

8. O. P. Wrist drop. Age 20 years. She has had frequent attacks of colic. This witness worked at factories Nos. 494 and 497.

9. Q. R. Blind and paralysed. An attack of colic was experienced seven weeks after beginning work. She worked for 12 months in factory 494, and for a short time at factory 497; she had frequent attacks of colic. She has worked on the "white beds" and at the "rollers," and she was never supplied with a respirator at factory No. 497.

10. S. T. Wrist drop. Witness worked for seven years at factory No. 494. She had frequent attacks of colic, the first six months after starting; she has worked also at factory No. 497, and was taken three times from there to the hospital; she was ill about six months each time; she has had six children, three died at their birth of convulsions, three who were born during intervals of absence from lead work are healthy.

11. U. T. Blind. She has worked for 19 years, and has had three attacks of colic, the first three months after starting; her sight became affected at the end of four years.

12. W. X. Paralysis of throat. She worked in factory 494, she has had one child who died in convulsions at its birth.

13. Y. Z. Blind and paralysed. Age 40 years. She has worked for 11 years at factory No. 494; she has suffered from wrist drop and has had frequent attacks of colic. The first began seven weeks after starting. Her sight began to fail after four years. She worked with a girl named Duffy who died in a fit three weeks after starting.

14. A. C. Temporary loss of speech. Age 35 years. This witness worked at factory No. 495, she had frequent attacks of colic, and she also had wrist drop.

15. B. D. Wrist drop. Age 30 years. She worked at factory No. 495, and began to work six months ago.

- 16 C. E. Gellie. Witness works at factory No 493, and had her first attack three months after starting.
 17. E. H. } All suffering from colic. They worked at
 E. S. L. } factory No. 491, and have been ill for several
 18. B. E. } weeks

CASES OF SERIOUS DISEASE OCCURRED BY DR. OLIVER.

The following statement of cases of sudden deaths from lead poisoning was supplied to me by Dr. Oliver, physician to the Royal Infirmary, Newcastle-on-Tyne:—

1. E. A. T., age 22 years. Worked for two and a half years; she had an attack of colic three months after starting. She then suffered repeatedly from colic and severe pains in the head accompanied by partial blindness. She complained for a few days of pains in her joints and loss of sight, and died in a convulsion the day after her admission to the infirmary.

2. C. H., age 21 years. Worked at intervals for twelve months. She suffered from colic three times during that period, and was admitted to the infirmary suffering from pains at the vertex. She died two days after admission in a state of coma following a fit.

3. B. B., age 31 years. Worked on several occasions in a lead factory for a few years before her death, but never for more than one or two days at a time. She was seized with convulsions, which recurred at intervals for about a fortnight. She was admitted to the infirmary, and died the following day.

4.—CAUSES OF LEAD POISONING.

The two most dangerous conditions in the manufacture of white lead are found in the "white beds" and in the "stoves," but in all its stages except that of the "stove beds" there is a certain amount of risk, and this is true in spite of all care. This risk is diminished or increased according to the precautions adopted, so that a relatively harmless process, under careless management, may become more injurious than even "white beds" or "stoves" when the proper precautions are taken.

Lead may be taken into the system through the skin, and through the respiratory and the digestive organs. The means of prevention are mainly within the power of the employer.

In order that the evidence I have received as to the sufficiency of the precautionary measures prescribed by the Secretary of State should be thoroughly understood I quote in full from the Regulations all rules referred to, appending to each the criticism it has received.

5.—REGULATIONS ISSUED UNDER THE FACTORY AND WORKSHOPS ACT (1891), SECTION 8.

DUTIES OF EMPLOYERS

1. "They shall provide sufficient bath accommodation for all men and women employed."

Witnesses Nos. 841, 842, 853, 844, 845, 846, 847 A, B, 850, 851, state that in many cases the accommodation provided is insufficient. I have found this to be true. (See vol. 2, Tables of Refractory.) When only one or two baths are provided, and all the operatives, as is the custom in some factories, are obliged to take a bath at the end of the same day, serious inconvenience is caused to those whose turn comes late. This delay leads to evasion of the law, especially in those places (factory No. 493) where there is no regular bath-room attendant. Some firms endeavour to distribute the baths taken throughout the week. If the accommodation is not good this plan does not remove the difficulty, as, when a stove is drawn, a number of people require a bath at the same time. It has been suggested that the number of baths should be regulated according to the number of people employed. At one factory (No. 493) there is only one bath for all the workpeople, men and women.

2. "They shall arrange for a weekly visit by a doctor, who shall examine every worker individually, and enter the result of each examination in the proper register."

Five witnesses (Nos. 842, 844, 845, 846, 847) whom I examined from one factory (493) state that the doctor who is attached to it has only paid one visit during some years. On that occasion he examined the men, but did not ask to see any of the women.

Two witnesses (Nos. 850, 851) from another factory (No. 497) state that although the doctor visits the works once a week, he does not examine the workers. They merely pass quickly through the room in which

he sits, answering to their names as they pass. The men are ticked as representing people who have been seen that day, and passed satisfactorily.

It was suggested by witness No. 853 that the examining doctor should be responsible to the Government, instead of, as at present, to the employer. This opinion is supported by several doctors.

DUTIES OF SUPERINTENDENTS AND PERSONS IN CHARGE OF DEPARTMENTS

3. "They shall cause each man or woman to take a bath at least once a week, and to wash in the lavatory before working."

I found that although the stoves are admitted to be the most dangerous part of a lead factory, and "drawing a stove" the most dangerous employment in it, the customary bath is frequently postponed till the second day of "drawing," should the stove take two days to "draw." The ill effect, therefore, of exposure to the heat and exceptional dust of a dry stove remains unchecked till the second day in those places where this system prevails. It is felt by the operatives that if it is especially necessary to take a bath after working in a stove, it is more essential to do so on the first day than on the second. On the first day the stove is hotter, and the pores of the skin in consequence are more open to receive the dust, and this is then present in the greatest quantity. As, at all times, drawing a stove is an exceptionally dangerous employment, several witnesses are of opinion that they should be enabled to take a bath on each day. Provision is seldom made for a bath on both days.

4. "They shall have the dressing-rooms, baths, and work-rooms brushed and cleaned daily."

With the exception of the baths, I find this rule fairly well kept. These baths, though often appearing clean, are discovered, on examination, to have a deposit of lead on the bottom.

Three witnesses (Nos. 841, 850, 851) complain of neglect in this matter, and suggest that every bath should be washed out after it has been used.

A chemical solution should be used to ensure absolute cleanliness.

5. "They shall see that the supply of hot and cold water, soap, brushes, and towels is sufficient in the bathroom and lavatory."

This rule is certainly not universally observed. The towels in the lavatory of one factory (No. 497) were at the time of my visit in a disgusting condition, and at another factory (No. 493) there was no towel in the bathroom. The witnesses from this factory state that only one narrow towel a few feet long is supplied for the use of all the women employed. As the towel is insufficient for one person they are obliged to use their own clothes, and these are necessarily saturated with lead. These discomforts induce serious colic, which is aggravated by the cold and damp state of the bathroom. Till recently no towel was supplied, and when one witness (No. 844) refused to take a bath unless she were provided with a towel she was told "she would be fined 2s. 6d. if she did not accept things as they were given her."

6. "They shall see that there are kept in close proximity to the workers in each department washing conveniences and a sufficient supply of sulphuric acid, drink, or cake."

I only found one factory, the Mercury White Lead Manufacturing Company, in which this rule is fully carried out.

7. "Upon any person complaining of being unwell, they shall with the least possible delay give an order upon the doctor, and upon any person requiring relief, they shall give a dose of the prescribed medicine kept at the works."

All the witnesses from one factory (No. 493) state that on complaining of being unwell and asking for an order upon the doctor they have been refused it. The workers in this factory are obliged to go to the workhouse when ill. The doctor attended with not just three unless they live in his district, and has several times refused to see witnesses No. 844 when she called to consult him.

8. "They shall examine all persons going out of the works, and shall not allow them to leave unless they are properly dressed from head."

I could find no evidence that this rule is well kept. It is stated, moreover, by the workers that though they

* Every bath is allowed to substitute a drink approved of by the medical officer.

(b.) Bath and lavatory with hot and cold water.

(d.) Condition of bath.

(e.) Supply of water in lavatory.

(f.) Wash conveniences and supply of sulphuric acid, drink, or cake.

(g.) Facility to supply medicine kept at the works.

(h.) Examination of persons leaving works.

themselves carefully brush all the lead from their outer clothes, a considerable quantity, impossible to remove, collects upon their coats of clothes.

As to Persons Employed.

9. "Each man or woman before commencing work in any of the following departments shall wear as follows, having removed the same from the person in charge:—
White-lead.—One overall suit. Women inside the "white-lead" to wear respirators also, but the "carriers" not.

Washing and erasing.—One overall suit. "Roller" women to wear respirators also.

Grinding.—One overall suit.

Setting stove.—One overall suit and head-covering.

Drawing stove.—One overall suit, head-covering, and respirator.

Point setting.—One overall suit and respirator.

It is objected by the operatives that the overall suit with which they are provided does not prevent the lead dust from reaching their persons, also, that it is impossible to continue work in the stoves or white-leads while wearing a respirator.

I insured that women who were engaged in carrying the trays of dried lead from the stoves to the barrels, and in filling the barrels, were not supplied with respirators, although in some factories their work is exceedingly dusty. A man stands by and beats down every trayful of lead as the women bring them up. In this manner a constant cloud of dust is maintained over which the women have to lead as they "take" the trays of their leads into the barrels. At the Morley White Lead Manufacturing Company several barrels are placed in a row to avoid the necessity of returning to the barrel from which dust is rising. The atmosphere in this factory is singularly free from dust. In this operation it appears particularly desirable that machinery far removed should be completely employed.

In the regulations with regard to dust no attempts made to protect the hands and arms of the workers engaged at the rollers are obliged to keep their hands and arms in water through which lead is being passed. Working with bare feet is also permitted.

10. "Every white-lead must be thoroughly watered on removal of barrels, and all trays of persons shall be well saturated with water before passing through the roller."

An exterior of this rule, to include the watering of stove floors before sweeping, was suggested by the witnesses from factory No. 498. In this factory they are obliged to sweep out the stoves, the floors of which are covered by several inches of lead dust.

11. "Respirators . . . They may be piece of flannel or knitted wool, covering the nostrils and mouth."

Cotton handkerchiefs and wire nets are sometimes used, and it is stated by the workers that they do not keep out the dust. They believe the wire nets, which cannot be washed, are absolutely injurious. I noticed that although the woollen respirators in use in some places fulfilled the requirements as to size when new, after frequent washing shrank until they hardly cover the mouth.

12. "The following departments to be specially well ventilated:—
Washing and erasing.
Grinding in water.
Point (grinding in oil).
Drawing stove. No coke or other receptacle to be filled except under ventilators."

No mention is made in this rule of "white-leads," though I have frequently found these filled with dust and absolutely unsatisfactory.

Except in the Morley White Lead Manufacturing Works, where the ventilation is admirable, and at Messrs. Cookson's, of Newcastle, where the ventilators are good and the stoves are abolished, little attention is paid to this rule.

6.—RECOMMENDATIONS

1. Mr. Sloan, the manager of the Morley White Lead Company, attaches great importance to the use of concrete instead of wooden floors in these departments in which vibration is caused by the machinery. Dust is thus thrown up from a wooden floor, whereas this cannot occur with stone or concrete.

2. Mr. Sloan also provides a gargle for those working in dusty parts of the factory, and encourages workers to leave their work for a few minutes, if possible every hour throughout the day, in order to use it. During my visit, which was unattended, the operatives were constantly gargling and rinsing their mouths and nostrils. As they are paid by time this is not unpopular.

3. Mr. Hutchings, manager of Messrs. Cookson's factory, is of opinion that it is desirable and quite possible to require that persons shall not be employed upon drawing a stove till they have breakfasted. Medical experiments prove that the animal system is much less susceptible to the influence of lead after food has been taken. This witness thinks it would also be possible though more difficult to apply a similar regulation to employment in white leads.

7.—RECENT DEVELOPMENT IN THE MANUFACTURE.

Messrs. Cookson decided to abolish the stoves three years ago, and have adopted a system in their works which is free from any of the objections attaching to employment in stoves. The excellence of their material has not been affected by the change.

At Messrs. Locke Blackett's works a new system of drying by rapid motion, instead of by stoves, is on trial, and is giving fair satisfaction.

8.—SPECIAL SUSCEPTIBILITY OF WOMEN TO LEAD POISONING.

Mr. Sloan, the manager of the Morley White Lead Manufacturing Company, is of opinion that because of their special susceptibility to lead poisoning, women should not be employed in the dangerous portions of the works. He has ceased to employ women in these portions himself, having found their percentage of illness to be much larger than that of men. He accounts for the fact partly because they absorb more lead owing to the nature of their clothes, which collect dust more than men's clothes do. This especially applies to the stoves where dust is lying on the ground, which is swept up and disturbed by women's dress. Mr. Sloan objects to the employment of women on the further ground of the inevitable injury to their children.

I noticed a much larger percentage of illness among women than among men. This may be seen in the suspension orders which are entered in the doctor's register at these factories, in which about an equal number of men and women are employed.

Medical opinion is strongly pronounced as to the greater susceptibility of women, and Dr. Oliver, the physician to the Royal Infirmary at Newcastle, has summarized his opinions that—

1. "That women suffer much more frequently and severely than men."

2. "That women suffer at an earlier age than men; that for example, of the 135 patients admitted to the Newcastle Infirmary, whilst up to the age of twenty-three no men were affected, forty-nine women had already suffered."

3. "That acute lead-poisoning attended by cerebral symptoms is much more fatal amongst women than men."

The unsuitability of women's dress might easily be altered by regulations, but a further information suggested from Dr. Oliver, special disabilities are required which appear to be irreparable. The ladies, which constitute a necessary precaution against lead poisoning, should be used without interference by lead workers. Women, at the age when they are usually employed in the factories, are unable to avail themselves of this precaution from time to time unless they can very soon make as regards their general health. Doctor Oliver also lays great stress on the evil effects produced upon the offspring of female lead workers.

Witnesses Nos. 859, 860, 861, 864, gave evidence in corroboration of Dr. Oliver's opinions.

In conclusion, I have to point out that at Messrs. Cookson's factory in Newcastle, since the stoves have been abolished, there has been a considerable decrease in the percentage of illness caused by lead poisoning.

I am, Sir,

Your obedient servant,

(Signed) MAY E. ASHMAN.

Read and approved,
(Signed) ELIZA OLIVER.

(a) One sheet of paper.

(b) Suggest that these should not be drawn till after breakfast.

(c) Abolition of stoves Messrs. Cookson's factory.

(d) That of a new system at Messrs. Locke Blackett's factory.

(e) I have not employed women in dangerous portions of the works.

(f) Causes of special susceptibility.

(g) Opinion of Dr. Oliver.

(h) Opinion of Dr. Oliver.

(i) Opinion of Dr. Oliver.

(j) Opinion of Dr. Oliver.

(k) Opinion of Dr. Oliver.

(l) Opinion of Dr. Oliver.

(m) Opinion of Dr. Oliver.

(n) Opinion of Dr. Oliver.

(o) Opinion of Dr. Oliver.

(p) Opinion of Dr. Oliver.

(q) Opinion of Dr. Oliver.

(r) Opinion of Dr. Oliver.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS MAY E. ABRAHAM

(LADY ASSISTANT COMMISSIONER),

ON THE

CONDITIONS OF WORK
IN THE CONFECTIONERY, HOSIERY, AND
LACE TRADES.

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THE EMPLOYMENT OF WOMEN.

To GEORGE DRAGE, Esq., Secretary,
Royal Commission on Labour.

Sir,
I have the honour to present a report on the conditions of employment of women in the following trades:—Confectionery, Hosiery, and Lace.

I.—CONFECTIONERY TRADE.

WAGES.

The wages in this trade range, in the districts I have visited, from 8s. 6d. to 12s. a week. The average wage is about 9s. a week. Lads begin at a time wage of 8s. 6d. or 4s. a week, and rise, according to the department in which they are employed, to a piece wage of 6s. to 12s. a week. Witness No. 888 has worked in the paste department for two years and is now in receipt of 8s. a week (Tables of reference, factory No. 501.) Witness No. 895 began in factory No. 503 at 4s. 6d. a week; she received this wage for two years, and after eleven years she is now in receipt of 8s. a week. Witness No. 905 also began at 4s. 6d. a week and she is now receiving 6s. a week. This witness has worked for two years in the same firm. Witness No. 906 is in receipt of 6s. 6d. a week. She has worked at factory No. 507 for 4½ years as a peeler.

The manager of factory No. 501 drew up for me a statement of the wages paid during a full week to all the women employed. The average for piece and time workers, exclusive of learners, is 10s. 10d. a week.

In the slack season the average falls lower than 8s. a week. Messrs Reuntings and Co., of York, have endeavoured to meet the difficulty of irregular employment by introducing new goods when the demand for their regular stock has ceased. In this manner they have succeeded in giving fairly regular employment to their workers throughout the year.

Peacemakers sometimes receive higher wages than those I have quoted, and they are less affected by slackness of trade than are the general workers.

PIECES.

At factories No. 500 and 504 time is not imposed, but at all the other factories the system is in force with regard to late attendance. In some factories time is also imposed for talking, feeling water to drink without leave, &c. The fines for late attendance range from 1d. for every 15 minutes lost, to 4d. for every five minutes lost (factories Nos. 507 and 508). The fines for talking, eating, &c. are 2d. and 3d. In addition to the fines for late attendance, the workers are locked out for two hours at factories No. 501 and 503. At factory No. 506 workers who arrive late after breakfast or dinner are discharged.

HOURS.

The hours are, as a rule, below those allowed under the Factory Act. (See Tables of Reference.)

ACCOMMODATION FOR MEALS.

In four of the eight factories I visited, dining or breakfast rooms are provided, and restaurants are attached to the rooms in factories Nos. 502 and 505. Tea can be obtained from 1d. a mug, brown and corned beef from 1d. a plate, with other food at similar prices. In the four factories where dining accommodation is not provided the workers return home to their meals.

SANITATION.

With the exception of factories Nos. 506 and 507 and one room in 501, ventilation is good. The rooms are generally lofty, and in some of them fans are employed. The use of a fan in a room at factory No. 601 has effected a considerable improvement in the atmosphere, which was formerly as bad as that of another room in the same factory, where windows only are used and where the temperature is high and the air impure.

Sanitary accommodation is good on the whole, but in factory No. 504 there is none for the use of the women employed.

BOOK CASES AND LIBRARIES.

A book club has been organised in connection with factories Nos. 506 and 507 and a library in connection

with factory No. 501. The contributions to the club at factory No. 506 is 1½d. a week, and the benefits for a week during illness. At factory No. 507 the contributions and benefits are as follows:—

Contributions.	Benefits.
1d. a week.	2s. a week during illness.
1½d. "	"
2d. "	"

A lending library is maintained at factory No. 501 by a compulsory subscription of 1½d. a week for women and boys earning under 12s. a week. Men earning above 12s. a week pay 1d. a week. One book is allowed to be taken out at a time and to be kept for two weeks. The library is admirably supplied with books and is very much used by the workpeople.

II.—HOSEYRY TRADE.

WAGES.

The hosiery trade in Nottingham was exceedingly slack at the time of my visit, and the wages consequently were low. At all times the piece pay was, I found, a number of small firms paying wages considerably below those paid by Messrs J. and R. Masley and by other large firms. The smaller factories were also running upon shorter time, and many of the women employed were only earning about 3s. or 4s. a week. The average wage when the factories are running full time are:—winding 12s.; knitting off 13s. 6d.; mending 12s. 6d.; cutting 12s.; mackintosh 12s.; stitching 13s.; cleaning wringing, and mending skirts 12s. 6d.; sewing 13s. Women in these departments in factories which pay the best piece were earning at the time of my visit from 4s. to 7s. a week.

The wages earned in Nottinghamshire vary with the district as well as with the firms, and with the seasons of the year. In the ordinary domestic work is done very much cheaper than it is in Nottingham. A considerable quantity of sewing and of finishing underclothing is done at Mansfield, Kirkby, Hucknall, Southwell, and Sutton-in-Ashfield, by outworkers. The work is taken out in the first place by middlemen and middlewomen who deduct a commission varying from 1½d. to 1½d. per doz. on half-hose and from 1d. to 2d. a doz. on hose.

A good number of middlemen pay for the work in money, but the rest pay only in kind, and the quality of the goods sold and the prices charged compare unfavourably with the goods and prices in other shops. The following table shows a comparison of the prices charged by keepers who are middlemen and by those whose trade is a direct one:—

Goods.	Trade Prices.	Ordinary Prices.
Knit tea.	1d. per oz.	2 out for 1½d.
Knit berry.	1d. 6d. per lb.	1d. per lb.
Hose.	1d. per lb.	1d. per lb.
Cotton.	1d. per lb.	1d. per lb.
Flour.	1d. 5d. per stone.	1d. 6d. per stone.

I have given the above list as an illustration of the heavy prices charged in trade shops, but, as will be shown by the evidence of several outworkers, the trading system is not confined to the sale of provisions. Many of the witnesses speak strongly as to the difficulty of obtaining money payment from a middleman who deals on this system, and they also complain that if they succeed in securing money their wages are calculated at a lower rate than if they accept goods.

Witness No. L905 (middlewoman) made men's drawers. For cutting, sewing, turning inside out, patching and working button-holes, taping and tying in dimes, she is paid 2½d. a dozen. She pays out workers 2½d. a dozen and pays carriage to and from Sheffield (8 miles from Nottingham).

Witness No. 1,006, hand-seamer, is paid per dozen pair of hose—for black silk, 1s. 1d. (formerly 1s. 3d., though now the legs are 4 inches longer); for thread, 11s. (formerly 1s. 1d., though now the legs are 4 inches longer); cashmere, 1d. (formerly 1d. extra paid for the top-side); this estimate 1s., but 2d. is deducted from this for the letter M. This is a recent charge. All these hose take from an hour to an hour and a half for each pair. Witness No. 1,006 is considered a quick worker. The type of very fine stockings were formerly made by machine, and were easier to sew than those made by machine as at present. For these the rate of payment is 1s. 1d. a dozen pair; the former rate is 1s. 6d. for the same number. Witness reserves 1s. 6d. a dozen for sewing shirts and pairs.

Witness No. 1,007 (middle-seamer) receives 3d. a dozen for sewing cotton hose from firm No. 569. She pays outworkers 8d. a dozen to do the work and pays 1s. 6d. overage on each bag of 50 dozen. Witness receives 1d. a dozen more from firm No. 561. For half hose she receives from firm No. 521 7d. and pays outworkers 4d. From firm No. 539 she receives 5d. and pays 4d. From No. 530 paid witness 5d. per dozen at a time when other employers were paying 3d. She gave up working for firm No. 570 when they reduced the price to 7d. The hose and half-hose take about the same time—an hour a pair.

Witness No. 1,008, hand-seamer, earns 7d. and 8d. per dozen pairs of stockings. The income no money payment, and all goods of the middle-seamer's shop are done there otherwise. Flannel, for example, costs 5d. a yard more, soap 1d. a packet more, flour 3d. a pound more, and so on.

Witness No. 1,009 receives for turning off toes and heels, 4d. a dozen pairs. She can make 3s. a week by "working hard all the time."

Witness No. 1,010, for turning off and sewing feet, receives 3d. a dozen pairs. She can make 10 dozen in one week, equivalent to 2s. 6d.

Witness No. 1,012 seems cashmere hose at 9d. per dozen. The price was reduced in November 1892 from 10d. per dozen. Her average earnings are 2s. per week.

Witness No. 1,013 seems, eight to nine hours daily, men's grey cashmere half hose at 4½d. per dozen. Her average earnings are 2½d. per day.

Witness No. 1,014 seems with a machine and receives 2½d. per dozen for half-hose, and 1d. a dozen for feet only. In a full week she earns 16s. In these three instances (1,012, 1,013, and 1,014) the wages are paid in money.

Witness No. 1,015 is a widow and has two children, a girl, aged 16, earning 6s. per week, and a boy, aged 14, earning 7s. per week. She seems nine hours daily, and earns 4s. an hour, "working very hard." Her average weekly earnings are 3s.

Witness No. 1,016 is a widow living by herself. She does sewing, and receives 2s. 6d. a week parish relief. She works daily from 9 a.m. until 10 p.m. Her average weekly earnings are from 1s. 6d. to 3s. 8d. She pays 1s. 8d. for rent and 1s. 5d. for coal, total 3s. 1d. She has consequently about 1s. a week left for food.

Witness No. 1,017 is also a widow living alone, who has 2s. 6d. a week parish relief. Two sons each pay her 1s. weekly. She seems feet at 8d. a dozen. Her average weekly earnings are from 1s. to 1s. 3d. Her total income does not exceed 5s. 8d. Her house rent and coal are 3s. 6d. She has worked for one firm for about 10 years, never receiving money payment during those years, but being obliged to take payment in kind. Tea sold in the town at 3s. an lb. is sold to her at 2d. an oz. Flour sold to her at 1s. 6d. per stone is sold elsewhere at 1s. 3d. per stone.

Witness No. 1,018 seems children's socks at 3d. a dozen rising 4d. per size. Cashmere hose are 9d. a dozen, factory made. Witness used to get 1s. 2d. for the same hose when made by hand. Factory hose are not so easy work as the hand-made ones. She works 10 hours daily, her average earnings being 6d. a day. She receives 3s. parish relief. Her total income is from 5s. 6d. to 6s., house-rent, fuel, and light amount to 2s. 8d. One employer for whom witness worked, paid in money for some time, but he afterwards started a truck shop, and deducted 6d. in the dozen when money was asked for.

Witness No. 1,019 seems best cashmere factory hose for 3½d. a dozen; she used to receive 1s. 5d. a dozen for the same quality when made by hand. The price has been continually lowered by reductions of 1d. a dozen until now she cannot make more than 3s. 6d. a week.

Witness 1,020 says her late employer takes out half-hose to sew, and receives 4½d. per dozen. This employer pays the seamer 5d. a dozen if she takes her wages in goods from the employer's shop, but only 2½d. if she is paid in money. There is little work for those who ask for money.

Witness No. 1,021 has one boy, 14 years of age, who earns 6s. a week. She seems pullover socks at 1d. a dozen. She used to get 7d. a dozen for the same hose. Witness earns 3s. a week by working 10 hours daily. Her house rent and coal cost 2s. 15d. per week.

Witness No. 1,022 seems black spun silk factory hose at 1s. 1d. a dozen. The same hose are paid at 1s. 8d. a dozen when made by hand. Tawny garter cashmere hose are paid at 8d. a dozen if trucking is submitted to, but only 7d. a dozen if money is demanded. Very little work is given to those who want money. 1s. a dozen was paid for the sewing of these hose 10 years ago.

Witness No. 1,023 is a married woman whose husband has been bedridden for many months. She has one child, aged three. A lodger pays her 1s. 6d. a week, and she receives 2s. a week parish relief. She seems ribbed cashmere hose and is paid 8d. a dozen if the earnings are taken out of shop goods, but only 7d. a dozen if money is demanded. No work is given to those who require money weekly. They are told that "regular" work is only for regular customers. Witness was paid 10d. a dozen for the same hose five years ago.

A middlewoman (witness No. 1,007), who has had considerable experience in giving out work, states that good workers can earn a pair of cotton hose or half-hose in about an hour. Former hose are more troublesome, and witness No. 1,006, who is considered a quick worker, states that either silk, cashmere, or thread hose take her from an hour to an hour and a half to sew. It will therefore be seen that at the prices paid for the better and more difficult work it is possible to earn about 2s. a week working factory hose. An average rate of 18d. a dozen pairs would yield about 3s. 9½d. if an hour and a quarter be allowed for each pair. In calculating the wages it is possible to earn upon the commonest work the smaller the amount of time spent by the workers is counterbalanced by the lower rate of pay they receive, and the result in both grades is about the same.

Women who earn below 3s. a week are either not fully supplied with work, are bad workers and paid at rates below the average, or they do not work 56 hours in the week. Those who earn more than 3s. are specially well paid or they work other hours than would in a factory be counted overtime.

I found work fairly regular in the Leicester district and best in Leicester itself. As in Nottingham, the wages paid are lower in some of the outlying districts, and employment is also more uncertain.

Seamers' wages range from 11s. to 16s. per week, machinists from 14s. to 22s., widows from 12s. to 20s., bakers from 15s. to 22s., knitters from 10s. to 28s., cutters from 4s. to 14s., dressmakers from 12s. to 18s.

FINDS.

Fifteen firms enforce a fine for late attendance, twenty-three do not. The fine either consists of a payment of 1d. or 2d. or it takes the form of time stopped for a quarter or half a day with a consequent loss of wage.

There is, however, no general system of fining in connection with the trade.

SANITATION.

The ventilation of 15 factories is bad; of 13 good; and of 16 fairly good. Factories Nos. 520, 545, and 548 are lighted by electric light in addition to having good ventilation.

In four factories (Nos. 540, 525, 531, and 541) the operatives complain of occasional efforts. I also received the following complaints.—The water-closet in factory No. 512, which I found in a neglected condition, is seldom cleaned; in factory No. 511 there is only one for men and women. On the whole the accommodation is good.

ACCOMMODATION FOR MEALS.

Four firms provide dining rooms with hot water free (Nos. 508, 525, 534, and 535). At factory No. 519 a tea room with hot water is provided at a charge of 1d. a week. The accommodation in factories 523 and 534 is extremely good, and there firms allow 15 minutes during the afternoon for tea. Firm No. 537 provides hot water free; firm No. 539 also provides hot water, but at a charge of 1d. a week.

(1) To receive and deliver

(2) To receive and deliver

(3) To receive and deliver

(4) To receive and deliver

(5) To receive and deliver

The witnesses from factory No. 509 express a strong desire to have a dining-room, they state that they are not allowed to remain indoors for their meals, and, that, as many of them come from a distance, they are obliged to buy food every day. This is more expensive than bringing their own food.

At factory No. 563 the work-people cannot obtain hot water to make tea. They bring their tea in bottles at dinner-time and endeavour to keep it warm till tea-time by covering it with their work.

SICK BENEFIT CLUBS AND CONVALESCENT HOMES.

A sick benefit club is attached to factory No. 506 to which the company give about 81. 8s. a year.

Contributors.	Benefits.
Women 24d. a week.	Women in a week for 21 weeks and in 6d. a week for second 11 weeks.
Men 3d.	Men in 3d. a week for 14 weeks and in 6d. a week for second 11 weeks.
	Grants of 10s. for 12 weeks.
	If an employer's death the no death of member's child.

If there be very little sickness during the year 40s. is reserved, and the remainder divided among the members. 20s. a year is put aside for the reserve fund, from which special grants are made by the select committee. The club has been established for 12 years.

A sick benefit club has been started in connection with factory No. 555. The contributions and benefits are on the following scale:—

Business a Day	Cents (shillings)	Days (days)
5d.	1d.	in a week for first 4 weeks
		3s. a week for second 4 weeks
6d.	2d.	1s. a week for first 4 weeks
		4s. a week for second 4 weeks

There is a funeral benefit of 11. for adults of not less than six months membership; of 31. for not less than 12 months membership. This benefit is raised by means of a levy.

There is also a club attached to factory No. 540. The contribution is 12. a week, and the benefits 6s. a week during illness, with an indoor or outdoor ticket for the infirmary.

All fines are added to the club fund.

Ms. Cooper, of factory No. 545, owns a convalescent home, to which he sends operatives from the factory. Seven are taken at a time and remain for a week or a fortnight. The railway ticket and all other expenditure is paid for by Mr. Cooper.

DISSENTS.

A strike and lock-out, affecting two firms in Nottingham, took place in May 1892. The managers of factory 530 were threatened with a reduction of 1. on their piece per dozen pairs of stockings. It was proposed to reduce their price of 34. a dozen to that paid at factory No. 508, namely, 1. 6s. a dozen. The managers refused to accept the reduction, and were locked out. At the same time the managers employed at factory No. 508 struck for an advance of 1. After nine days the increase was granted, and the strike and lock-out were withdrawn. (See evidence of witnesses Nos. 534, 535, and 536, factory No. 510 in Tables of References.)

III.—LACE TRADE.

WAGES.

The wages of lace workers, when fully employed, range from 4s. a week for "drawing" lace, to 84s. a week for "making it up." The minimum wage of 24s. can only be reached when the worker is on piece-work; the highest time payment at the same employment does not amount to more than about 15s. a week.

Work has been exceedingly slack for a considerable time, and very few of the witnesses I examined were as regularly employed. At factory No. 594, where the wages ranged from 5s. to 10s., they are now at about 4s.; the workers at factory No. 596 are earning now 4s. to 4s. a week upon work which formerly yielded 12s. to 15s. At factory No. 599 the average for setting and scollaping has been 12s.; it is now 8s.

R 77310.

A great quantity of work that was formerly done inside the factories, such as scollaping, is now given out at reduced prices. Witness No. 1,944 states that some time ago he employed in his factory 50 women as scollapers, most of whom earned 15s. a week. He now gives out this work, and pays 8s. or 7s. a week. The following statement of outdoor prices supplied to me by the outworkers I visited shows them to be in receipt of small wages, even when they are fully employed. The rate of payment is sometimes as low as 3s. an hour.

Witness No. 1,968 earns for heading filling, single, 24d. and 8d. a dozen yards, double, 34d. She can head 34 yards in an hour. For some special filling she receives 6d. a dozen yards. She can head 1 yard in an hour. Neglecting her home she can make only 3s. a week. One yard extra is put into each roll of a dozen and not paid for.

Witness No. 1,959 receives 12d. a dozen yards for scollaping. She does not know what her middlewoman receives. Some middlewomen receive 34d. for the same work, and give 14d.; some receive 3s., and give 14d. Witness can scollap a dozen in an hour, equivalent to 12d. She is considered a good worker. Valenciennes scollaping is paid for at the rate of 14d. a dozen breadths (one dozen breadths 41 yards long). Witness cannot scollap a dozen breadths in an hour, but makes more on this than upon the other kind of work.

Witness No. 1,000 receives 1d. for every dozen yards scollaped. Drawing out is not paid for. She gets 6d. a dozen for scollaping Valenciennes. She cannot earn quite 14d. an hour. Some do the work for 12d. an hour.

Witness No. 1,061 for scollaping and drawing black silk Spanish lace receives 12d. a dozen yards. She can do five dozen yards in 21 hours, equivalent to 1d. an hour.

Witness No. 1,062 makes tails. For 90 yards she receives 2s. She can make 8s. a week when well supplied with work.

FINES.

I received few complaints with regard to fines, and in two instances when they seem to have been heavy, the formation of a trade union among the workers had had the effect of checking the system. At mill No. 552 a fine of 3d. is still imposed for late attendance, and the doors are locked till the next starting time; 12d. is also deducted for cleaning the water-closets, but the union has secured the abolition of all others. Witness No. 1,023 states that at factory No. 554 the fines were heavy previous to the formation of a trade union; 7d. has twice been deducted from her wages for a few minutes lost in the morning.

ACCOMMODATION FOR MEALS.

At factory No. 586 a tea room and cooking service are provided free of charge, and at factory No. 559 a tea room and hot water are provided without charge. At factory No. 584 1d. per week is charged for cooking but no charge is made for the tea room. The workers employed at factory No. 588 can have hot water during the week at a cost of 2d., and they can have their dinner warmed at a further cost of 14d. These witnesses are anxious to have a dining-room.

SANITATION.

Although some factories are well ventilated, the majority of those I visited are not. (See Tables of References, column 4.) In factory No. 567 the heat and smell from a number of gassing machines is allowed to spread by means of an open doorway to a room in which several girls are at work. The atmosphere in both these rooms is exceedingly unpleasant. In the sewing room of factory No. 594, where gassing machines are used, the air seems laden with the products of gas combustion.

In many factories the sanitary accommodation is excellent, but in factory No. 532 the situation is objectionable and the efforts very bad. The water-closet is placed beside the heat and the outworkers' desk; the boards are open at the sides, and it is not boarded in at the top. In factory No. 566 there is but one for men and women.

I had an interview with Miss Hawtley, the recently appointed sanitary inspector in Nottingham, upon several points in connection with her work. Confusion in work has been the result of confusion as to control, and Miss Hawtley's work is much hampered by the divided power with regard to sanitation and which

X.

(1) One work piece.

(2) By direct outworkers.

(3) One work piece.

(4) One work piece.

(5) One work piece.

(6) One work piece.

she shares with the factory inspector. Large buildings in Nottingham are frequently let out in flats to work-shop and factory owners, so that workshop and factory may alternate throughout the building. In such cases as these Miss Hawkeley finds the present system of divided control a special cause of delay in effecting perhaps pressing improvements. A sanitary inspector, possessing full powers to order improved ventilation for a workshop, travels outside his or her jurisdiction in suggesting that a factory in the same building should be provided with a similar improvement: a reversal of the case places the factory inspector in the same position.

Miss Hawkeley's powers with regard to provision against fire are confined to factories; she therefore finds herself powerless to order that a fire escape shall be

attached to a workshop on the seventh floor, while empowered to make that order for a factory on the second or third.

Miss Hawkeley has asked me to mention in my report the fact that she has found many workshops and factories insufficiently warmed, and that the desire to secure warmth is constantly the cause of the absence of ventilation for which insufficiently warmed rooms are remarkable.

I am, Sir,

Your obedient servant,

(Signed) MAY E. ARNOLD

Read and approved,

(Signed) EMMA GAGE

TABLES OF REFERENCE.
I.—CONTINUOUS TUBES.[illegible]

II. HOUSES VARIOUS—continued.

Ingr. No. of Houses	Occupation of Houses	Length of Houses	Water.	Plum.	Sanitation.	General Remarks.
913, 914	Manager and worker	229	Seicheang, 4r. to 14r. full time; something 12r. 1/2, washing, at 3 1/2; a clean, 500 between 12r. full time; something at 12r. to 17r. full time; short shower, 4r. to 12r. full time; better lodging, 4r. to 4r. full time; something, 4r. to 12r. full time. All new 2r. 4d. to 4r. 4d. on time-wage; 4r. to 4r. on piece-wage.	For late attendance, 14r., and looked out for the "quarters" 1/2, still ant starting time.	Sanitary accommodation fair now. Roses crowded; a large number of girls working in cellars that are damp and badly ventilated.	Girls brought in carts from surrounding village. The factory has a reputation for quality in the town.
915, 916	Employer and worker.	320	Average 4r. to 12r. full time, new 4r. to 4r.	Occasionally food when late.	Effluvia from water closets sometimes very bad. Ventilation bad.	—
917, 420	Employer and worker.	341	Boilers, 4r. to 12r. Making women em- ployed and pay girls 5r. to 12r. 1/2, something, 12r. to 12r.	None.	Sanitary accommodation fair. Ventila- tion good.	—
918, 919	Employer and worker.	322	Boilers and tanks, 3 1/2; a gross (girls), tanks, 4r. to 4r. 1/2; something, 4r. to 4r. 1/2 work; 4r. to 4r. 1/2; 4r. to 4r. 1/2; 4r. to 4r. 1/2.	None.	Sanitary accommodation, outside, fair. Ventilation bad.	—
921, 922, 923, 924	Manager and workers	323	Windows average, 12r. 1/2; machines, 9 1/2; tanks off and menders, 12r.	None.	Water-closets outside, women's were formerly next men's, and especially they are now boarded in. Ventila- tion very good; ventilating shafts rooms found by them.	Males. Pleasant tea room, and treatment of 15 minutes allowed during which ladies is supposed to be treated. 5d. and 1d. and 1d. 1/2, something, 5d. and 1d. work; something, 5d. and 1d. 1/2, something, 5d. and 1d. 1/2, something, 5d. and 1d. of not less than six months standing; of men, 12r. to 12r. 1/2, something, 12r. to 12r. 1/2, of not less than six months standing; of the works under 15 years of age. Em- ployment of married women (unless widows) discouraged.
925, 926	Employer and worker.	324	Machines average 14r. 4d. and others 4r. to 12r., something, 4r. to 12r.; boilers, 4r. to 12r.; bottom boilers, 12r. to 12r., 12r. to 12r. to 12r.	If late at starting, looked out till dinner- time.	Sanitary accommodation good. Ventila- tion fair.	Males. Hot water at every floor. Pleasant tea-room and dinner-room. Treatment of 15 minutes allowed.
927, 928	Employer and worker.	325	Windows, 14r. to 12r. 1/2; windows, 12r. to 12r.; boilers, 12r. to 12r., 12r. to 12r., 12r. to 12r.	None.	Sanitary accommodation very good. Ventilation good.	Males. Breakfast-room, and hot water four times a week.
929, 930	Employer and worker.	326	Windows average 12r. 1/2; windows, 12r.	None.	Sanitary accommodation fair. Ventila- tion is sufficient.	Males. No tea-room allowed.
931, 932	Employer and worker.	327	Windows, 14r. to 12r. 1/2; tanks average 12r. 1/2; windows, 12r.	None.	Sanitary accommodation good. Ventila- tion bad, and of gas very strong.	Males. Hot water free.
933, 934	Employer and worker.	328	Windows average 14r. 1/2; boilers, 12r. 1/2, ma- chines, 12r.	Looked out at 8 10 till 1.	Sanitary accommodation good. Ventila- tion fair.	Males. Tea-time, 10 minutes. Hot water 1d. a week.

II. Keweenaw Tannery—continued.

Index No. of Witness	Occupation of Witness	Index No. of Witness	Wages.	Hours.	Remarks.	General Remarks.
915, 916	Employer and worker	889	Seamers, 12s to 15s; makers, 15s to 18s; women, 12s to 15s; washers, average, 15s.	If men finish work, workmen locked out for half the day.	Satisfactory accommodation good. Ventilation fair; only the windows, and some at these spots. Temperature high.	—
917, 918	Employer and worker	890	Machinists, 15s to 22s; makers average 15s; washers average 14s.	Late attendance, 1d. and for every five minutes ½ d. Hot water ½ d. a week.	Good. Electric light throughout. Work is heated by steam.	Sick leave day. All fees added to find, compensation, 1d. a week, benefit, 4s. a week during illness, with indoor or outdoor fee to indemnify.
919	Worker	891	Cutting, 4s. to 14s; turning, 12s.	—	Efficient occasionally from closets. Ventilation fair.	Very slack employment for piece-workmen.
940, 941	Manager and worker.	842	Making up: 8s. (winter) to 15s. (summer).	If late at 8.15 locked out till 9. Locked out at 9.15 for the day.	Satisfactory accommodation very good. Ventilation good.	Mortality very bad.
902, 903, 914	Employer and workers.	843	Kilners 10s to 14s.	—	Very good.	Moist. No hot water. Workers brought in in bottles, and tried to keep it warm by covering them with blankets. Some work continued during day, some in evening. Workers were very dissatisfied with the nature of sleeping in the half-bath to make. No pay is given for this, though the machine is to blame for it.
915	Worker	844	Machinists average 15s; makers, 14s.	Hot water, 9d. a week.	Warm electricity cleaned. Ventilation fair, even here, is considered.	Overlooked here, avoided by employees. Serious objection taken to the house at a time. They mean there for a week. Half-day tickets provided by employer.
904, 907, 940	Employer and workers.	845	Machinists average 16s; washers, 14s to 17s; makers, 15s to 20s.	Late attendance: 1d. for every five minutes. If given given to machine.	Good. Lighted by electricity throughout. Warm by stove.	—
909, 910	Employer and worker.	846	Workers, 12s to 15s; machinists average 21s; makers average 20s; turners, 15s to 18s; circular workers, 15s.	Late attendance: 1d. a quarter of an hour. Piece-workmen locked out till noon starting 10.15, 11.15, 12.15, 1.15.	Good.	—
901, 912, 913	Employer and workers.	847	Machinists average 15s; makers, 16s; seamers, 15s to 16s.	—	Satisfactory accommodation good. Ventilation fair.	—
914, 915	Employer and worker.	848	Machinists average 14s; makers and seamers 15s.	Late attendance: Locked out at 10 minutes after starting time.	Satisfactory accommodation fair. Ventilation good.	—
946, 907, 944	Employer and workers.	849	Machinists average 15s; seamers, 15s.	Occasionally 1d. if late.	Good.	—
906, 1,000, 1,001	Employer and workers.	849	Seamers average 13s; makers, 10s.	Locked out, if late, for 15 minutes.	Good.	Moist. Operators take tea at work, or allowed to go home, but the engine does not stop.
1,002, 1,003, 1,004	Employer and workers.	851	Workers, 12s to 15s; makers, 15s to 18s; seamers, 15s to 18s; makers, 11s to 14s.	—	Good. Washmen's feet used.	Workers have tea at work.

TABLES OF REFERENCE.
III. LACE TRADES.

Index No. of Women	Occupation of Woman	Index No. of Firm	Wages	Place	Sanitation.	General Remarks
1,004, 1,005, 1,006	Englase and workers	503	Average, 3s. to 11s. -	Less attendance: 3d. and locked out till next starting time. Many fines abolished since formation of Union and strike. Clothing 11s. 6d. - 12s. 6d. for a fortnight	Water closets near basin and overcloset's sink. Room open at side, and air is brought on top. On this system, and cloths very hot, many suffer from ventilation; very seldom opened	Meals: Hot water, 2d. a week; dinner served in well-lit room. Women used the dining-room. A dispute began in February and ended in May, 1905, over the proposed reduction of 10 per cent. in the wages, and for the abolition of fines. This women were unsuccessful in regard to the reduction, but obtained the abolition of fines. Union formed during strike.
1,007	Worker	533	Widows, 12s. to 14s.	None	Satisfactory accommodation good. Ventilation very good.	—
1,008, 1,009	Workers	534	Average, 4s. -	Many, before formation of Union, 3d. twice stopped from witness 1,008 for late attendance.	Satisfactory accommodation fair. Ventilation. Windows seldom opened, and rooms very hot.	Reduction of 12 per cent. enforced in 1901, and further reduction of 20 per cent. in 1905. Meals, 1s. 6d. a week for cooking. Workers are kept in attendance sometimes for two or three days, though there is no work.
1,009, 1,010	Employer and worker	535	Maiden average 10s. 6d., full time -	None	Sanitary accommodation very good. Ventilation good	Tea-room and cooking free.
1,011, 1,012	Employer and worker	536	Average, full time, 10s. to 11s.; new 5s. to 6s. Embroidering, 4d. to 9d. per dozen squares.	None	Satisfactory accommodation fair. Ventilation bad	—
1,013, 1,014, 1,015	Employer and worker	537	Enlaving, 3s. to 13s. time-work, 5s. to 15s. piece-work, widows, 5s. to 10s.; cleaners, 4s. to 10s.; up, 3s. to 15s.; time-workers, 4s. to 10s.; 11s. to 14s.; piece-workers, 4s. to 10s.; average 4s. 1d. to 12s. Embroidering, 1s. 6d. average 10s.	None	Satisfactory accommodation good. Ventilation very good. Ties.	—
1,017, 1,018	Employer and worker	538	Finishing and mending: average 12s. 6d. (Jehangir) average 8s.	None	Satisfactory accommodation good. Ventilation bad	—
1,019, 1,020, 1,021	Employer and worker	539	Dressers, 4s. to 10s.; average 7s. 6d.	Money stopped for last time	Sanitary accommodation fair. Ventilation bad. Temperature in dressing-rooms 90°.	All workers engaged to stand series to factory clock for half-an-hour every morning. If workers do not attend, wages stopped for half-day.
1,022, 1,023	Employer and worker	540	Cutting and assembling; average 11s. 6d., new 5s.	None	Satisfactory accommodation good. Ventilation bad. None but windows, and these are never opened.	—

III. LACE TRADES—continued

Index No. of Women.	Occupation of Woman.	Index No. of Firm.	Wages.	Hours.	Sanitation.	Food Benefits.
1044, 1045	Employer and worker.	543	Pattern makers, 11s. Scalloping, 3s. 4d. a dot. Employer used to employ 30 hands at scalloping and pay 12s. a week; now gives her work, and it is only possible to earn 4s. to 7s.	None	Bad	—
1046, 1047	Employer and worker.	542	Aprons making, 6s. to 12s.; cutting, 4s. to 11s.	None	Sanitary accommodation fair. Ventilation bad	—
1048, 1049	Employer and worker.	543	Crimpers, 11s. to 12s.; cutters, 3s. to 5s.	—	Sanitary accommodation good. Ventilation bad	—
1050, 1051	Employer and worker.	544	Average 4s. to 20s.; now 4s.	—	Sanitary accommodation dirty. No ventilation. Smell of gas very bad	—
1052, 1053	Employer and worker.	545	Machinists, 6s. to 12s.; cutters, 4s. to 5s.	Occasionally fixed if late	Sanitary accommodation good. Ventilation fair to good, but generally very bad. Strong smell of gas	—
105	Worker	546	Average 6s. to 11s.	—	One water-closet for men and women. Ventilation bad	—
1055, 1056	Employer and worker.	547	Machinists, 5s. to 12s.	—	Sanitary accommodation fair. Ventilation very bad in upper room. Ventilators closed, and an open staircase connects this room with the one which contains gisting machines. Both rooms filled with a strong smell of gas	—
1057	Employer	548	Average 4s. to 12s.	If late, 1d.	Sanitary accommodation good. Ventilation very bad	—

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS MARGARET H. IRWIN

(LADY ASSISTANT COMMISSIONER),

ON THE

CONDITIONS OF WORK IN THE TEXTILE
INDUSTRIES OF GLASGOW

AND IN THE

CALICO PRINTING AND TURKEY RED DYEING
IN THE VALE OF LEVEN.

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THE EMPLOYMENT OF WOMEN.

To GOSFREY DRAGB, Esq., Secretary,
Royal Commission on Labour.

Sir,

30th July 1892.

In accordance with instructions received at the meeting of the Lady Assistant Commissioners held at 44, Parliament Street, London, S.W., on 7th March 1892, I have pursued an inquiry into the textile industries in Glasgow and the West of Scotland, and have the honour of presenting a first report of the information collected up to the 26th of May 1892.

I have devoted considerable time to investigating the conditions of women's work in the smaller centres of textile industry in the West of Scotland; and for this purpose have visited Ayr, Dalry, Dunfermline, Paisley, Greenock, Port Glasgow, Kilmarnock, Blackcraigs, Kilmarnock, Lanark, Johnstone, and Alva. With the exception of some matters relating to sanitary conditions, health of workers, and trade combinations, which I have embodied in the present Report, I propose to use the facts relating to these smaller centres in a subsequent Report.

Evidence has also been received concerning shirt-makers, tailors, dressmakers, umbrella-makers, flint-bleachers, restaurant assistants, shop assistants, sack-makers, women employed at collieries and in other miscellaneous trades, and it is deemed desirable to include the results in a separate Report.

Names of firms and workers from whom I have taken evidence are kept in the office for private reference, but are not printed in this report.

I. INTRODUCTION.

In drawing up the following Report on Glasgow Textile Industries it has not been possible to make any comparison between the industrial position of the women and that of the men, as in this district the chief branches of the textile trades are confined to women, and the development, prosperity, and decay of these are the most important points to be considered as affecting the interests of the women.

The chief difficulties between employers and workers are apparently those connected with wages, and as wages are largely regulated by—

(1st.) The rise or decline of the various branches of manufacture;

(2nd.) The supply of labour; and

(3rd.) The state of organisation among the workers; it seems desirable to make some inquiry into the causes that operate there and their results to the workers.

One of the leading features of the Glasgow cotton textile trade is the great variety of fabrics produced within so comparatively small an area. This gives rise to great differences in the wages, differences which are further favoured by want of organisation on the part of the workers.

Additional complications arise from the various conditions, such as cost of living, tenancy, &c., in different suburbs and districts.

In order to establish certain points in the inquiry in Glasgow I have visited over 20 factories there, and have consulted a large number of authorities both among employers and employed.

In Glasgow men are employed in various highly-skilled and highly-paid industries, and the consequent absence of male labour in the textile trades has a very important bearing on their development, while the conditions of the trades which employ men are seen to largely determine the supply of female labour in the manufacturing of the western district.

2. GENERAL INQUIRY INTO THE STATE OF THE GLASGOW COTTON WEAVING TRADE.

This industry employs the largest number of textile workers. The goods manufactured are chiefly cottons,

including ginghams, zephyrs, muslins, shirtings, and plain calico. Ginghams and zephyrs are peculiarly Scotch textiles. They have a possible production of 16,000 looms, and may employ about 8,000 workers. Zephyrs require much technical knowledge in their production. Along with ginghams they used to be made all the year round, but are now mostly manufactured during the last four months of the year. There are only two mills that are wholly confined to ginghams, and although these are kept going throughout the year, they have often slack time in spring and early summer. It is alleged by the majority of Scotch manufacturers in the western district that the Scotch weaving trade has been seriously hurt by Lancashire competition, and this view has been upheld by all the intelligent female operatives I have spoken with. Their opinion is that the lowness of their wages is greatly due to the decay of the trade following upon Lancashire competition. This enters more into play where plain calico is concerned. In finer goods, and what are technically called "finers," Glasgow has been able to hold its own as yet. In the case of fine goods the "runs" are short, and the profit, though relatively high when compared with the long "runs" of plain goods, is not so high absolutely as to induce the Lancashire manufacturers to employ their machinery in the production of short "runs" of fine goods rather than in long "runs" of plain goods. Thus, while Lancashire has undoubtedly secured the bulk of the cotton-weaving trade, it has taken especially that section of the trade which is profitable on the large scale, and has meantime left alone that section which is profitable on the small scale.

The following facts are believed to be true by the manufacturers I have seen, and are usually advanced by them as explaining the advantage the English system has gained over that of Glasgow, with the result of the almost total loss of one important branch of textile industry, i.e., plain calico weaving, which formerly employed a large number of women workers, and the threatened decline of other branches.

1. The large proportion of women employed in Scotland as compared with Lancashire I allude to later.

2. The working life of the woman worker in Scotland is usually shorter than that of the man, being more subject to interruptions, especially in the case of marriage, and the larger proportion of them leave the trade before they attain their best as workers. The average time a woman works in Scotland is said to be nine years. Usually she enters about the age of 14.

It is not so customary for women in the west of Scotland, as it is said to be for the Lancashire workers, to return to the factory after marriage unless need drives them to it.

The employers consulted on the employment of married women unanimously declared their disapproval of it. In the majority of cases where married women were employed, I was informed the number was small, and the workers were frequently those who had been in the firm's employ previous to marriage, and who had been taken back owing to the death, or unfortunate circumstance of their husbands. In only one of over 20 factories visited was a record kept of the actual number of married women employed (Firm, No. 3). In this case it was stated as 6 per cent. of the total number of women employees.

The great choice of employment which so large a centre of population as Glasgow affords also prevents any very great supply of labour in this industry. The better educated and more socially ambitious of the girls frequently prefer becoming shop assistants, &c., even at a lower wage, because these callings seem to give them a higher status.

They certainly allow them a little more refinement in their surroundings and similar points, and more

(a) Comparison of Lancashire.

(b) Differences between the English and Scotch systems.

(c) Employment of married women.

(d) Local causes affecting women's labour in Glasgow textile trades.
(e) Variety of employment.
(f) Average over a large proportion.

of women workers and redress the injustice to industry in a satisfactory place.

liberty in the matter of dress. As regards the latter, it may be noted that the sanitary laws imposed by the weavers themselves are very stringent. A girl going to her work at any mill where the regulation "bat shavels" is worn, would be subjected to very summary investigation by the hands of her fellow-workers if she wore a hat or any other head-gear but the one sanctioned.

Canes like these have certainly a good deal to do with the fact that there is never, or very rarely, any surplus highly-skilled women's labour in this department of the Glasgow labour market, while the men do not enter it at all.

(7) The two looms versus the three and four loom systems.

In Glasgow women never attempt more than two looms for coloured goods, and very seldom more even for plain cloth. It is affirmed by Glasgow manufacturers that in England, on the other hand, where men and women work together and are paid at the same rate, a spirit of emulation, not to speak of the pressure of competition, induces the women to take three and four looms like the men.

Working women in Scotland are very tenacious of their habits, and lacking in adaptability to new circumstances and methods, and there is no point on which the Glasgow weaver is more firmly constituted than that of the two-loom versus the three-loom system, and most on which it is more difficult to convince her than any system but her own is practicable.

(8) Disturbance of the women worker's feeling on this point.

About two years ago a Glasgow manufacturer, feeling the leadership of a decaying industry and the inconvenience of being obliged to send large orders to Lancashire every year, owing to the comparative cheapness of production there, endeavoured to introduce the three looms into his Glasgow mill. The girls immediately struck work. After the strike had gone on for some days the Glasgow Trades Council and the Council of the Women's Protective and Provident League took the matter up and entered into negotiations with the employer. The latter offered very fairly to provide new machinery, to introduce the change gradually, and to pay the wages due to increased production. The Trades Council and the Council of the League endeavoured to persuade the girls of the desirability of the arrangement, pointing out to them that it would result not only in larger wages to themselves, but would help in the very important matter of keeping an industry in the district. The workers remained unconvinced, and finally the League and the Trades Council offered to send an expert to Lancashire to investigate the difference in the systems there. This was arranged, and the report brought back was that the Lancashire women were working three and four looms of the kind used in Scotland. The workers, however, refused even to allow a single expert of three looms being tried in the weaving-shed, and only went back to their work on condition that such should not be enforced.

The workers concerned in this strike were, as a class, among the least intelligent of the Glasgow weavers, but the same opinion prevails among all weavers on this question.

It has been positively asserted that machinery in both places is precisely the same, and as positively that the English machines are much lighter than the Scotch, and have certain arrangements which make the work easier. Evidence being so conflicting, it is a little difficult to determine how much is due to the matter to prejudice, and how much to a difference in machinery which has helped Lancashire to distance Glasgow in the race.

It is generally believed in Glasgow that the proportion of men-workers is an immense advantage for the English manufacturer; the men's continuity at their work, their greater physical strength, their ability to keep the machinery in order from day to day by means of repairs, all combine, it is asserted, to give a higher standard of application and production in Lancashire than in Scotland, where the trade suffers from the general causes which affect women workers. Hereby it is also considered to enter into the question. In Lancashire the one business is life, from generation to generation, in the textile industry, and it is quite common to find a man, his wife, and all their family engaged in a group of looms and working to each other's hands, and possibly the high degree of skill, due to the concentration of energy appears in the young generation as natural aptitude.

In Scotland, on the other hand, weaving is only one of the many occupations and is confined to the sex whose working life is most subject to interruption.

Lastly, the opinion of both manufacturers and operatives, so far as I have collected it, is that the impetus of the textile industry in Lancashire has probably an effect on the enterprise of the English manufacturer, and induces him to keep abreast of the times in the matter of machinery and appliances. But, however we may appreciate the value, the result is unlighted that so far as plain cotton cloth is concerned the manufacturer is a rapidly decaying industry in Glasgow, and in consequence a large proportion of the labour which it engaged is being set free to seek other channels than the textile industry, while the wages of those still employed in the production of plain cotton have sunk to the low rate of 8s. and 9s. a week (witnesses 55, 57, and 225). These details will be given more fully in the tables of wages and other statistics which I intend to append to a later report. The facts quoted above seem to give colour to the frequently repeated assertion that Glasgow is losing hold of its chief textile industry.

3. WAGES.

(1) The System of Wages.

The chief source of difficulties between employers and workers in the textile industry in Glasgow is apparently the want of a declared and uniform rate of wages for the same work throughout the trade. Each factory starts on a basis relative only to its own work, and rates accordingly, and although it is frequently asserted that the result is a uniform, or almost uniform, rate of wages throughout the trade, this is not always the case, as investigations in connection with a recent trade dispute in Glasgow clearly prove. The details in respect of this point are treated later. (See witnesses 1 to 8, 64 to 71, 83, and 93.) There is no guarantee that any firm may not reduce wages as it pleases without the workers being able to compare those they receive with those current elsewhere. I find that the female operatives constantly complain that under this system of arbitrary fixation there must be great temptation to reduce wages on the part of the workers' manager, anxious to give a good account of his stewardship, and also on the part of the unscrupulous employer who "cuts" prices, trusting to recover himself at his workers' expense. These employers who desire to give a just wage have stated to me that they find themselves handicapped by the action of the others. On the other hand the workers having had in the past no organisation strong enough to combat this evil and to centre to appeal to for support, or even for accurate information as to current rates, have in most cases been obliged to submit, while employers, who wished to pay their workers justly, found themselves obliged to reduce wages in order to compete successfully in the same market with others. Some employers feel very strongly the injustice to the workers and the danger to themselves in this want of organisation, and some years ago a society was formed under the name of "The Power-loom Cloth Manufacturers' Association of Glasgow and the West of Scotland," of which one of the objects was to establish a more uniform rate of wages. I am informed by a member of this Association (No. 6) that the attempt fell through owing to mutual distrust and jealousy on the part of the manufacturers themselves.

The two methods of removing this evil are by (1) boards of arbitration, (2) combination amongst the workers. I have recovered much evidence on both these points, but will not enlarge upon the first further than to quote a suggestion made to me by an employer (No. 11), that a board of arbitration dealing with a uniform rate of wages should consider real and not nominal wages, and should also fix a uniform standard of quality for new material.

The other point, that of combination, is of the utmost importance to women workers, though it has only recently attracted the attention it deserves. Hitherto the chief, if not the only safeguard of the worker, has been the severity, from the causes already mentioned, of skilled women's labour in the weaving trade.

Of late an effort has been made to organise the textile workers of Glasgow by means of the local women's trade union, known as the Protective and Provident League. The combination movement is making steady progress. The Glasgow Society numbers over 1,000 members (women).

It has attached to it a council of trusted persons who assist in the work of organisation and arbitration in

(2) Women's rate of wages in main class of goods.

(3) Two methods of removal of the evil.

trade disputes; their action in this way has been successful in various instances in getting grievances redressed, wages raised, and strikes averted. The League is fully supported in its work by representatives of the Glasgow Trade Council, to which it sends eight women delegates.

There is also an absence of strong organisations on the part of the workers in country districts. It has several times been attempted, as for instance in Ayr and Dalry, where advances in wages were gained in consequence of strikes on the part of the workers, but notwithstanding the strong support given by local labour men, the unions, then formed, dwindled in time to nothing.

In Ayr a strong union formed in 1887, and containing members of both sexes, continued to do good work. It is under the entire control of local workers. According to a statement furnished by witness No. 28:—
“The object of the Union is to secure standard and uniform rates of wages to workers. The attitude of employers previous to 1891 was not friendly, but as that date the Women's Committee took action, and for the past year the affairs of the trade have been controlled by a joint committee composed of fourteen manufacturers and seven workers, and the results have proved satisfactory to all concerned.”
Clause 24 in the New Factory and Workshop Act is fully mentioned therein, as yet in complete working order, but since 1890 we have small grounds of complaint, as the printed and published rates have not been within the knowledge of all, and the Committee is ever ready to afford help in this direction.”

One of the difficulties in the way of establishing a uniform rate is the variety of the goods manufactured, and the differences in the raw material employed. In a factory (No. 2) visited in the Burlington District, two hundred different varieties of cloth were made, and according to the definition of one manufacturer (No. 3) “Glasgow is a large pattern shop for coloured work.” The same informant went on to say:—“Buyers come to Glasgow for small orders, and having in this way got samples of the goods, they give their larger orders to Leeds, Birmingham and America.” The majority of the employers questioned on the subject seemed ready to admit that although the establishment of a uniform rate of wages would be an extremely difficult and complicated matter, it was, on the whole, desirable and possible.

In connection with clause 24 in the recent Act, complaint is often made by the workers that when a new strike comes up and the web is torn, containing the description of the cloth, is given out to them, they are not at the same time told what they are to be paid for it, and although this seems to be provided for by clause 24 of the new Factory and Workshop Act, many workers assert that it is practically a dead letter in Glasgow factories. Even were its requirements complied with it does not, as a rule, enable them to detect a reduction of rates in a new variety of cloth, since the basis on which the employer calculates his wages is not declared to them. (Witnesses 1 to 8, 24, 25, 27, 31, 37, 38, 39.)

Employers, on the other hand, say there is a very great difficulty in calculating what rate of wages a new cloth admits of, and a certain quantity of it has been woven.

Trade disputes are not frequent, nor, as a rule, important among the workers of Glasgow. They rarely strike for an increase, but only against a reduction in wages. The majority of the disputes have been trivial and of short duration (Firms Nos. 1 to 39). This has probably been due to some extent in past years to the want of an organisation sufficiently strong to protect the workers' interests.

One firm (Firm No. 8) stated they had not had a strike for 40 years, but admitted they had on several occasions reduced wages. (Witnesses 1 to 8, 40.)

Nominal, or money wages, as on the whole on the decline, but workers are not always immediately conscious of the extent of the movement, owing to the conditions already mentioned, i.e., the want of a uniform rate, and the want of knowledge of the basis on which their own employer calculates his wages. There is a strong undercurrent of discontent and distrust on the part of the workers in many of the mills regarding what they consider slitting reductions; as, for example, when a new strike comes up, or one that has not been worked for a long time, and opportunity is often taken, it is affirmed, to reduce the wage (Witnesses 1 to 8, 25, 32, 38).

Several complaints have also been made by workers of the prevalence of paying for less cloth than has been actually woven. The custom in some mills is to

rate the price at so many yards and allow nothing for any extra quantity that may be produced. (Witnesses 1 to 8, 25, 32, 38.) In this way a worker is sometimes paid for three or four yards less than her piece contains. The cloth is brought to the measuring room by the weaver, and is measured there by girls employed for the purpose, but the weavers maintain it would be more satisfactory to them were they shown the ticket of measurement which is affixed to the cloth before it is sent from the factory to the warehouse.

Complaints are sometimes made of the prevalence, among women on piece-work, of working during meal hours, women taking advantage of this time to “pick” their cloth, &c. and sometimes to clean their looms. Workers are aware that this is a direct contravention of the Factory and Workshop Act, but say they find it necessary to do this so they are not allowed to stop the looms for any purpose during working hours (Witnesses 1, 2, 24, 25, 38, 39).

It is further urged that owing to the falling wages, the workers could not afford to give any of their time for production to “picking” cloth, cleaning looms, and such supplementary work, but that “loam service” might be given for this, or that “loom service” should be supplied by the employer, as is in America, and in one of the factories visited in Glasgow (No. 4), and in factories (Nos. 23, 27, 30, 31) in Dundee. As things are at present, the habit is productive of much harm to the women, as it frequently deprives them of their rest in the middle of the day. Apparently workers and “loamers” often compare to belittle the factory inspectors on this point, and I have had complaints from one inspector in the western district regarding the extreme difficulty he experiences in detecting breaches of the Act under this head (Witnesses 1, 2, 8, 24, 25, 38, 39).

According to the statements of several witnesses (Nos. 1, 2, 3, 5, 8, 38, 39), a system of driving persons in some factories, and the practice of working during meal hours is not only condoned, but tacitly encouraged, and even excused, in order to bring up the standard of production, while workers who refuse to do this are looked upon with disfavour as being less profitable. On the other hand, various employers I have consulted on the point (Nos. 3, 7, 11, 23) express their great dissatisfaction regarding the practice, and their willingness to do what they can to prevent the evil. The difficulty is felt most in factories where no dining-rooms are provided for the workers, as in these the plan of taking the doors of the weaving sheds during meal hours would be a hardship to workers who come from a distance.

(II.) Table of Wages.

Owing to the conditions already described, it is extremely difficult to get accurate and extended statements as to what the average wages in each factory are.

It is also very much from week to week. In one factory (Firm No. 2), the average wage is stated to be 13s. 3d. per week, in another (Firm No. 3), 13s. 10d. per week. This is an average of 4s. 7d. per loom per week in the one, and 4s. 11d. per loom per week in the other.

In another factory (Firm No. 4), the following rates were given—

(a) Weaver A. Two looms, five pieces		s. d.	
Do. B.	Do. do. on each loom	20	2
Do. C.	Do. do.	14	6
Do. D.	Do. do.	11	9½
Do. E.	Do. do.	14	3
Do. F.	Do. do.	13	11
Average number of shingles—three			

(b) In-week. Average per loom per week over the whole mill		s. d.	
2nd do.	Do. do.	10	4
3rd do.	Do. do.	10	8½
4th do.	Do. do.	10	7½
5th do.	Do. do.	12	9½
6th do.	Do. do.	12	5½

The following table of six-monthly averages over the whole mill was given by this employer. (Firm No. 4)—

(c) 1897		s. d.	
1898	Do. do.	14	0
1899	Do. do.	12	9½
1900	Do. do.	11	10
1901	Do. do.	12	4
1902	Do. do.	11	7

These averages may include great variations of individual wage, as, for example, in one factory (Firm No. 8), where it was stated the wages ran from 6s. to 22s. a week, in another (Firm No. 9), the figures quoted

were 7s. 17s., and 18s.; in another (Firm No. 10), the average per loom was stated to be 7s. 6d. all over, the average wage 18s., and the maximum 20s. per week.

In one factory (Firm No. 11), where the average per loom was 6s. 6d. and the average wage 18s. a week, a premium of 1s. 6d. was given on a fortnight's wage of 20s.

But it is extremely difficult to verify these figures as employers usually prefer giving of-hand statements on this head rather than extracts from their books. In most of the factories the wages rate is preserved as a business secret.

On the other hand, the statements got from the workers are apt to be very inaccurate and conflicting. The following extract from a letter received from one of the factory inspectors in the district may be quoted on this point:—

"I know your difficulty in obtaining accurate rates of wages. Employers do not, as a rule, care to give them, and the workers give them according to the condition and circumstances by which the informant is surrounded."

So far as one may venture to generalise on the subject it may be put thus:—The wages of those engaged in plain calico weaving have followed the fortunes of this decaying industry. The wages of the weavers of "fancy" fabrics, *i.e.* ginghams and saryas, have also a tendency to fall. The reasons given for this by firms 1, 5, 8, and 10 is that cotton fabrics of Scotch manufacture, being better in quality and more finely finished, involve much time and skill in their production, while Lancashire is now, to some extent at least, overstocking on the Glasgow market with cheaper imitations of these goods. The product which, in a "coloured" factory, seems to yield the best wages is shirtings. On these workers state they can calculate the strict and standard wage. The most highly paid of all textile workers are, however, the silk weavers. There is a new and prosperous Glasgow industry, and produces silk handkerchiefs and scarves, largely for the Indian market. It requires highly skilled labour, and wages run from 16s. to 18s. and over 20s. a week in this branch. (Nos. 1 to 8.)

4.—TRADE DISPUTES.

This strike is one of the most important which has taken place in the Glasgow Cotton Trade and illustrates some of the wage difficulties dealt with in the preceding pages.

It arose in consequence of a proposed reduction of wages and was entered upon by 300 weavers and warpers employed in a cotton factory in Glasgow.

As some members of the Women's Protective and Provident League were involved in this strike, the Council of the League instituted an inquiry into the rates of wages paid by firms in the trade manufacturing the same goods, with the result that the firms regarding whom the dispute arose were found to be paying considerably lower rates than these firms. The following are the rates of wages paid for the special class of goods in question:—

		read.	ins.	shorts.	s.	d.
Firm No. 1	16"	22"	16"		4	2
Do. No. 2	do.	do.	do.		4	4
Do. No. 3	do.	do.	do.		4	1
Do. No. 4	do.	do.	do.		4	0
Do. No. 5	do.	do.	do.		3	9 and
					propose to reduce to	3 6

The variation of prices in a market so small as the one in question is very remarkable. It is difficult to explain it otherwise than by ascribing it to the industrial conditions of the Glasgow textile trade already touched upon, *i.e.* the more or less arbitrary fixation of price by the employer in the absence of any means on the part of the worker to control this.

The conditions of work in the respective factories probably enter into it, such as the situation of the factory as regards its nearness or remoteness to centres of labour for men (*vide infra*, page 178, as one example of this), and customs which have become rooted in the factory, and of which, experience has shown, the workers to be extremely tenacious (*vide supra*, page 174, as one example of this). The best workers, other things being equal, naturally gravitate to the houses that pay best. The struggling houses paying low wages get, on the whole, a slightly poorer class of workers, but reluctance to change frequently acts as a deterring

influence and prevents women workers in particular from changing even with the prospect of higher wages.

The strike at the factory in question was a spontaneous movement. The weavers and warpers were both unorganised. On a previous occasion a reduction was made and was in force for several months, and on two other occasions reductions were voted by the employer, but were withdrawn owing to the attitude of the workers. On the last occasion the workers came out on strike on the reduction being passed. This strike lasted for 18 weeks during which the weavers received almost at the rate of 7s. 6d. per week.* About 1,8000 was subscribed by the public and by trade and other societies in aid of the workers. The strike fund was administered by Mr. Ballantyne (Assistant Secretary, Scotch Railway Men's Society), Mr. Stewart (Glasgow Trades Council), and a committee of the girls. The dispute was finally brought to a close by the firm withdrawing half of the proposed reduction and making other arrangements in the interests of the workers. During the struggle the employers refused several proposals to submit the matter to arbitration. The final negotiations were however conducted by a deputation of members of the Glasgow Trades Council, the Council of the Women's Protective and Provident League, and the workers themselves.

The latter have been organised as members of the Weavers' Union of the League.

5.—SANITARY CONDITIONS OF FACTORIES.

I have found that serious grievances exist in the majority of cases with regard to the sanitary condition of factories, both as regards ventilation and the arrangements of lavatories.

Complaints are frequently made by workers of the want of a system of ventilation which will give a sufficient supply of fresh air without causing bad draughts. An arrangement commonly met with is that of a shutter, or skylight, in the roof, under the control of a worker directly below it. The looms rise to some height on both sides of the worker, and she believes the effect to be to draw down a current of air which either causes colds and other evils or induces her to close the ventilator to the discomfort of her neighbours. It is quite common to find ventilators stuffed with paper, or otherwise closed up, at the instigation of the women in their immediate vicinity. Frequently too, the weaving sheds are ventilated by opening the windows on opposite sides, so that the workers standing between are exposed to strong currents of air.

There is no doubt that the house training and personal habits of many of the women help much to prevent them against sufficient ventilation, and it is often difficult to get them to distinguish between fresh air and a draught, at the same time it must be remembered that the nature of their work renders them extremely sensitive to the latter.

In one or two of the newer factories I have found Tobin ventilators (firms Nos. 25, 27, 34, and 35), introduced with great success, also circular fans in the roof and jute mills where the dust is a disagreeable feature in the work. I have occasionally ventured to suggest the ventilation of the rooms by the simple and effective method of raising the window some 10 or 12 inches, and introducing a board to fit the aperture, while a supply of fresh air is allowed to escape upwards between the opened halves of the windows. I usually found this welcomed as an easy and inexpensive form of ventilation.

In some cases the bad atmosphere was undoubtedly due to the rooms being overcrowded with machinery.

The defective nature of the sanitation in country districts is often due to the fact that so many of the mills are old buildings in which it is difficult to make the structural alterations necessary for good drainage and ventilation, and there is frequently a difficulty in getting a water-supply for cleaning purposes. In connection with these matters, one manufacturer (No. 53) complained of the disadvantage under which country firms laboured in their remoteness from large industrial centres where modern sanitary appliances could be seen, adding that the jealousy of fellow manufacturers prevented their comparing notes on these matters. He suggested that if the Labour Commission could not see its way to collecting information

* For facts giving evidence as to the nature of disputes in this strike see Nos. 2, 3, 4, 5, 6, 12, and 24 in list of queries, and Nos. 49, 50, 75, 76, 81, 82, and others in list of operations.

(b) Difference of conditions in each district.

(c) Same factory.

(c) South firm.

(a) Amount of a recent trade dispute among the Glasgow cotton weavers.

(b) Sanitary conditions in country districts.

tion on various systems of ventilation, draughts, &c., and would distribute this in a printed form among country firms, it would be very helpful to the latter.

The highest standard I have found in this department is in the western district in the thread mills of the Messrs. Clark and the Messrs. Coats, Paisley, and the carpet factories of the Messrs. Tompkins, Glasgow. In the new factories of the latter firm the electric light is fitted throughout, and excellent tiled lavatories with dressing rooms attached are provided for the women workers.

The lowest standard in sanitation I have found in the western district is in a rope factory in Renfrewshire (No. 55), where the sanitary arrangements were scandalous. In some of the weaving firms in this place the lavatory accommodation provided for the women consisted of rooms or some 2 feet deep in the walls of the workrooms, with iron streams about 6 feet in height placed in front of them. These lavatories necessarily ventilated freely into the workrooms, of which, in fact, they formed part. No provision was made for flushing them, and the workers stated they were cleaned only once in three weeks. Both men and women were employed in the workrooms where these arrangements were in use, and within a few feet of them. The girls complained bitterly of the terrible discomfort occasioned by the defective sanitation, cases of illness brought on by working in the vicinity of these lavatories being frequent. (Workers 24, 25, 26.) On my visit to the mill I directed the attention of the manager to the matter, and obtained a promise that he would make an effort to get the objectionable arrangements altered.

Defects in sanitary arrangements, which are frequent and serious, occur chiefly under three heads:—

- (1) Absence of, or defective ventilation of, lavatories.
- (2) Absence of, or defective, flushing appliances in lavatories.
- (3) Unfavourable, or otherwise objectionable situation of, lavatories.

Under the first head I have found frequent instances of lavatories being provided with no outlet for ventilation, or with outlets that are quite inadequate. (Nos. 3, 11, 24, 30, 31, 37, 45, 49, 63.) A highly objectionable arrangement is to allow them to ventilate freely into the weaving flats where the workers are employed. This occurs where the lavatories are within the room and not roofed in. (Nos. 54 and 55.)

Under the second head I have found in many cases much discomfort caused by the absence of, or defects in, the flushing apparatus. Frequently, when flushing appliances are provided, they are not under the control of the workers, but of officials, who may put them in use at stated intervals, or may neglect to do so.

In some factories the supply of water for this purpose is entirely dependent on the needs of the engine or the will of the foreman. Again, an automatic arrangement is sometimes met with where intermittent flushing is applied once every hour. But measures are too frequent of no water supply whatever being provided, while cleaning operations are often performed at unsuitable times (such as during work hours) and at unsuitably long intervals. (Nos. 11, 24, 25, 30, 45, 49, 67, 71.)

Under the third head I find that in the majority of the factories I visited the sanitary accommodation is within the workrooms, and hence as undesirable publicly, and with this arrangement it is difficult to prevent discomfort, even where the ventilation and appointments are excellent. (Nos. 1, 5, 7, 9, 11, 23, 27, 28, 30, 37, 45, 46, 49, 54, 55, 56, 57, 67, 68, 73, 74.)

With regard to this branch of the subject, I venture to think the following are requisite points to consider in order to insure the comfort of women workers:—

1. That every lavatory be provided with flushing appliances and a continuous supply of water; that these be under the direct control of the worker, or, where automatic flushing is preferred, it be applied not less frequently than every 30 minutes.

2. That all lavatories be provided with sufficient outlets for ventilation; and that in no case should a lavatory be allowed to ventilate into the room where the workers are.

3. That, when structural arrangements permit, lavatories should be apart from the working rooms, and, when this is not possible, the entrance to the former should be screened off.

As evidence seemed to point to the fact that the continuance of some of the grievances under the foregoing heads was due to an insufficient staff for factory inspection, I made some inquiries on the matter, and

found that the western district of Scotland affords a striking instance of the large area and great number of factories and workshops lying within the boundaries, which are under the inspection of two or three officials. My attention has been frequently called to this point as an explanation of the necessarily inadequate execution of the duties imposed.

I venture to think it desirable that a higher standard in ventilation and sanitation be required in mills and factories, with power in the part of factory inspectors to enforce it within a reasonable time.

In Scotch factories, where the labour is supplied chiefly by women, great discomfort is caused by the insanitary conditions described. I am informed that the continuance of these is often due to the difficulty women workers have in approaching the factory inspector or male overseers on these matters. I am frequently met with urgent requests from workers that I should bring grievances in connection with sanitation before employers and managers. In many cases the women tell me they have long suffered serious discomfort but found it impossible to appeal to those in authority to have grievances remedied. (See workers 1, 2, 3, 4, 5, 6, 7, 9, 10, 14, 15, 27, 37, 38, 39, 55, 59, 64.)

I am glad to say I have always met with great readiness on the part of employers and managers to consider suggestions on these points, and I learn that in the following cases reforms in sanitary arrangements have been or will shortly be carried out:—

Firm No. 25.—Lavatories removed from the weaving sheds and replaced by others built out from the building. The works here being very extensive these alterations have involved an outlay of several hundred pounds.

Firm No. 55.—After some correspondence with the head of the firm a promise was made on his part to take steps for improving the sanitary arrangements in his works, the roofing in of lavatories, &c. to be attended to.

Firm No. 63.—I am informed by several of the workers belonging to this firm that considerable improvements in ventilation and flushing appliances were made at their works in connection with my visit.

Firm No. 75.—The old lavatories at these works have been pulled down and others are now in course of erection.

Firm No. 54.—Manager promised to bring the objectionable sanitary arrangements here before the company and urge their being altered. This apparently in anticipation of a visit by a permanent commissioner being repeated.

Minor reforms in the way of greater attention being paid to keeping windows and ventilators open, &c. have been promised in other places.

With the exception of the women employed in the mills of Ayr and Port Glasgow the majority of the women workers in the smaller industrial centres appeared to be remarkably healthy and robust. This is no doubt attributable to the fresh air of the country, which counteracts the bad conditions under which so many of them work. It is customary for numbers of women in country centres to leave the factory in summer and autumn in order to take outside work during the harvest and fruit season. This while highly beneficial for the health of the women is a source of some inconvenience to their employers. It also stands in the way of the women attaining a high degree of skill in spinning and weaving. A result of this is that employers in country places are prevented from developing the finer branches of their trade. So great is the need for female labour that in one place during the spring of the present year a manufacturer (No. 59) undertook to provide workers from Glasgow with board and lodging in addition to a weekly minimum wage of 12s., whatever their production, on condition that they remained at work throughout the year.

6. CALICO PRINTING AND TURKEY RED DYEING.

There are several works in the Vale of Leven which employ large numbers of women in calico printing and Turkey red dyeing.

Two of these are at Cordale and Dalquharran where over 2,000 persons are employed. About 1,000 of these are women. The latter are engaged chiefly as (1) grounders, (2) stove girls, (3) benders, (4) fillers and stretchers, (5) warehouse girls.

Grounders are the women who do the lighter kinds of calico printing, the heavier kinds being done by the men. This is skilled labour and demands great precision and accuracy in using the blocks employed for

(a) Health.

(a) District.

(b) Wages and conditions of work.

(c) Trade.

the purpose. A woman will require about a year's training before she can attain enough skill to make a decent wage and several years before she becomes highly proficient. Wages run from 12s. to 14s. and for the very best workers as high as 20s. in busy seasons (piece-work). It is very trying and fatiguing work owing to the necessarily warm temperature of the workroom and the muscular exercise the handling of the blocks involves. The latter, it is said, produces good muscular and chest development, but must be a considerable strain when carried on all day. It was certainly noticeable that the women in this department, while sallow and faded in colour, seem to possess robust and muscular frames.

There is a very remarkable discrepancy between the wages of the women and the wages of the men in this branch. It is stated (witness 85) that, for the same value produced, a woman gets 5s. where a man gets 10s. Fourteen of fifteen years ago women were receiving only one-third of the amount paid to the men, but about that time, owing to an increase of trade and a simultaneous scarcity of women's labour, the women asked for an advance of wages and got it.

The work done by the women is of a lighter kind than that done by the men, but the difference in labour is not so great as to account for the enormous difference in wages. That is more probably attributable to the lack among the women of such organizations as the men have. There is the tendency, usual in such circumstances, of the women to encroach on the work of the men. Women have gradually appropriated the lighter work, and although their physical disability will probably prevent their ever taking the work requiring the heavy blocks, the preference is usually given to women in slack times, and they are kept in work when the men are refused it, the labour being so much cheaper.

In the Tenkey-red dyeing department a large number of women are employed to carry the cloth from the bleaching to the stove-room. There it is hung up, not to dry, but to be subjected to a certain degree of heat for a time. The girls carry considerable loads of cloth, and as the work involves quick transitions from a temperature, it may be, of 120° F. (witness 85) to the cold of the outside air, and they go bare-footed and very lightly clad, this might be dangerous to the health of the worker. But as a matter of fact these girls were remarkably robust and healthy. The chief preventive against the colds and chest diseases one might expect to find to be the oil with which the cloth is saturated, and which is thrown out in the heated atmosphere and absorbed into the systems of the workers. The hot air of the country district in which the works are situated pours in at every door and window, and may have something to do with heating the girls. The labour is not of long duration, it may vary from 30 to 45 minutes at a time, and it is broken by frequent and lengthy intervals of waiting for fresh supplies of cloth. The workers are paid a fixed wage of 12s. or 14s. a week. It may be noted that a large proportion of these girls are Irish, there being a general prejudice among the Scotch girls employed, against the rough nature of this work and the personal dissipation it entails. The Scotch girls are usually to be found engaged in the lighter warehouse work, although they have a lower wage for it.

The occupations of headers, felders, and stretchers are all of a much lighter nature and consist in making up yarn into bales, or "heads," and preparing, packing,

and labelling the cloth for the warehouse. These girls get from 2s. to 10s. a week. (Cf. Vol. 1, p. 100.)

Half-time work on the tenkey-red system, one day at school and one at the factory. They get 1s. a day. (Cf. Vol. 1, p. 100.)

Very pleasant relations seem to exist between the firm, to which these work belong, and their operatives. The former pay every attention to the comfort of their workers and are most generous in providing help in needy cases and in pensioning off the old and disabled.

Two large dining-rooms have been built, one for the men and one for the women, where breakfast, dinner, and tea are supplied at the following charges:—

Cup of tea	1
Cup of coffee	1
Bowl of porridge and milk	1
Pea soup and potatoes	1
Broth and potatoes	1
Potatoes, soup, and pudding	1
Fish and potatoes	1
Bowl of soup or broth	1
Plate of meat	1
Tea, bread and butter	1

The dining-rooms are managed by a committee of six, consisting of three representatives of the employers and three of the workers, to whom complaints regarding the food and other arrangements may be made if necessary.

While possessing great advantages in the way of good air, owing to the country situation, employment at these works entails great hardship on a large number of the workers. Owing to there being so large outlet for men's labour in the villages close at hand there is not a sufficient number of resident families from which to draw the amount of female labour required, and the larger proportion is got from Dumfries, a place about 2 miles distant from the works at Cerdale and Dalquharran, and 3 or 4 miles from those farther up the river. Dumfries, on the other hand, being situated near the ironworks and ship-building yards, is a good centre for men workers, but offers little or nothing in the way of employment for the women members of the family, so that the latter usually seek work up and down the Vale of Leven. This necessitates their starting at a very early hour in the morning in order to begin work at 6 a.m. There is no early train, and in the winter this entails a great hardship for the women and for children who are employed as boot-trimmers. Also, as numbers of men are on the road at the same time, they are sometimes exposed to very rough companionship. When work is over they have to walk back again. It would be a very great benefit if some arrangement could be made with the railway company for trains to convey the workers to and from their work. So strongly is the objection felt that when trade is good at Dumfries it is nearly always accompanied by a scarcity of women workers at the outcrop printing and dye works, while the more careful parents with families of daughters come to 20s. at the adjoining village of Reaskin, and the "men folk" walk to Dumfries.

I am, Sir,
Your obedient servant,
(Signed) MARGARET HARRISON LEWIS.

Read and approved,
(Signed) ELIZA CHASE

(Cf. Minutes of Evidence, p. 100.)

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS MARGARET H. IRWIN
(LADY ASSISTANT COMMISSIONER),

ON THE

CONDITIONS OF WORK IN SOME OF THE
TEXTILE CENTRES

IN THE

WESTERN DISTRICT OF SCOTLAND.

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THE EMPLOYMENT OF WOMEN.

To GEORGET DRAGE, Esq., Secretary,
Royal Commission on Labour.

Sir,
29th October 1888.
In accordance with the instructions given to me at a meeting held on March 7th, I have the honour to present the following report (supplementary to the one already presented by me) on the Glasgow cotton trade.

L.—Introductory.

The information contained in this report has been obtained through personal visits to the factories, and to the homes of the workmen, and by means of interviews with employers, operatives, and local persons having special knowledge of social and industrial conditions in the various centres. The wages statistics have, for the most part, been supplied by employers from their books, and in all cases further evidence has been taken on this point from the workers themselves.

The conditions of the textile trade in its chief centre in the west of Scotland, and some matters relating to sanitation, health of workers, and trade combinations in the smaller centres, have been dealt with in my Glasgow report.

The following one is presented as a supplement to the former, giving further evidence regarding the smaller centres, more particularly as to the wages rates in these, and adding such information regarding the social and moral condition of the workers as the time has allowed me to collect.

It is estimated that about two thirds of the textile industries of Scotland are carried on in the western district, including Glasgow. The smaller centres taken up in this inquiry are Arr, Ayr, Kilmarnock, Dunfermline, Dalry, Greenock, Johnstone, Kilmarnock, Kilbride, Leamington, Paisley, and Port Glasgow.

It is difficult to make any satisfactory classification of the smaller textile centres as conditions in these vary considerably from local causes, and according to the class of work carried on in the various mills and factories. The following may, however, be noted as among the more general features:—

- I. The low rate of nominal, or money wage, this being counterbalanced in many cases by cheapness of rent and cost of living.
- II. Decay of textile industries and the ebb of the population in certain districts.
- III. Low standard of sanitation.
- IV. Low standard of morality in certain parts attributed to low rate of wage.

I. With regard to wages it will be seen that the lowest rate of wages I have met with in this inquiry is in a worsted spinning mill, No. 37, in Renfrewshire, the wages there being from 4s. to 7s. a week. At a similar mill in Ayrshire, No. 21, the wages are from 6s. to 8s. a week.

At a rope factory in Renfrewshire, No. 54, they run from 7s. to 11s. a week.

I met with an instance of exceptionally high wages among the Net workers of Kilbride, where a large proportion of the women make 18s. 6d. and upwards, in the week. In the case of a number of the more experienced workers the wages are as high as 30s. a week.

The Dunfermline linen weavers present a good average of 18s. and 17s. a week, and frequently the wage is considerably over that.

II. The decay of the textile industries in the western districts may be largely traced to causes which are already dealt with in my Glasgow report. I found that the opinions collected from employers and operatives in the smaller centres amounted, as a rule, with the information already supplied in Glasgow on this point. An example of this as regards cotton spinning is

furnished by the Bridgeton district of Glasgow, where 19 or 20 large mills have been destroyed during late years, and have not been replaced. In Johnstone there were 30 cotton mills in the beginning of the century, of which only one remains.

In Blantyre large mills and calico printing works have been closed during late years.

Alva furnishes an instance of the same.

In Johnstone, Blantyre, Kilmarnock, Leamington, and Dalry I had complaints from employers regarding the decay of branches of their industry, and their difficulty in developing others to take their place. In several instances this was ascribed to lack of a sufficient supply of male labour, and in some parts of Ayrshire this is traceable to the falling off of the mining industry and the consequent migration of miners and their families to other places. In Dalry, for instance, the population has decreased about 2,000 in the last 10 years from this cause. The scarcity of female labour in which this results is most severely felt in places where wages are too low to induce women workers to detach the children from their families and settle in the district, while there is a lack of convenience for workers who live at a distance.

In many instances the women walk from two to four miles to and from their work, and, as a result of this, the supply of such labour is uncertain and fluctuating, as it depends on the necessity for supplementing the wage-earning power of the family, and on the wages which the men of the family are able to obtain in the district.

In Dunfermline, where conditions of work are exceptionally good and offer many advantages for women workers, I had complaints from employers and operatives regarding the difficulty in bringing in the necessary supply of female labour from the surrounding country. In this case it was largely owing to insufficient railway services.

III. The sanitation of country factories has been already treated in a general way in my Glasgow report. Details under this head are given later in relation to the factories inspected.

IV. With regard to the low moral and social standard met with in certain places, I find, as a general rule, that the morality and social habits of the women are largely regulated by the wages they receive.

This rule is, of course, subject to modification by the nature, training, and other circumstances of the individual, but speaking generally, where wages are good, social habits are on a corresponding high level, where wages are low the reverse is to be found.

A private word of firms and operatives giving evidence for this and the previous report has been kept, but is not printed. In cases of several witnesses giving evidence to the same effect only a few of the names have been entered in this record.

II.—Arr.

In Arr, after consulting several local persons, who, from their knowledge of the social and industrial conditions of the women workers, were able to give me reliable information, I visited several mills.

In Mill No. 21 a large number of women are employed in worsted spinning.

The wages run from 4s. 6d. to 8s. 6d. per week. About one third of the workers make 6s. 6d. per week. About three years ago the girls struck for an increase of wages, resulting in an advance of 1s. per week. Their appearance is for the most part very miserable, the majority being pale-faced, emaciated creatures. Their clothes are ragged and dirty, and the larger number are barefooted. It may be remarked, however, that in Scotland the latter condition is not necessarily indicative of extreme poverty. In most of the spinning

field the workers are handicapped, and in country districts the habit is very general.

I was informed that numbers of these girls take out-door work during the harvest time, and that can cut out their living. The mill is clean and well ventilated, and kept in fairly good order.

In a carpet factory, No. 30, about 100 men are employed in hand-loom weaving, and 150 women work the power looms. Carpet weaving is the only branch of textile industry in the western district of Scotland that employs men weavers, and even in that case the men are employed exclusively on the hand-loom. The looms in use in Factory 20 are, for the most part, very broad and heavy, and, owing to the intricacy of the designs and the delicacy of the colouring of the fabrics, they require great skill and care on the part of the worker. The breadth of the looms varies from 1 to 4 yards, and only one can be undertaken at a time, even by the most skilled weaver. It was extremely difficult to get reliable information regarding wages here. The manager stated that they ran from 10s. to 15s. a week among the women weavers, while several workers declared themselves unable to say exactly what their wages were, as they varied so much, but that they ran from 5s. to 12s. a week. On the whole the evidence induced me to accept the latter figures as indicating the ordinary rates, although there was evidently a great run and fall according to the supply of work at the factory.

Winders here are paid on a system not met with in the Glasgow factories. The custom is to tell of one winder for the service of several weavers, and pay her according to their productiveness. Each weaver "lifts" her winder's pay along with her own and pays her directly. It was stated by the manager that this system gives general satisfaction. So far as I could share the opinion of the girls themselves this seems to be the case.

Complaints are made regarding the fines in this factory, a fine of 2d. being imposed, the workers said, upon those who were 15 minutes late, and 3d. on those who were absent a whole morning. The manager's version was 1d. for 10 minutes late, and 6d. for a morning's absence.

It may be interesting to compare the wages here with those of a large carpet factory, No. 24, in the suburbs of Glasgow. The latter employs over 600 women at the following rates:—

Wages.

Weavers:—

Maximum, 20s. per week (piece).
Minimum, 10s. " "
Average, 15s. " "

Weavers (broad single looms):—

Maximum, 20s. per week (time wage).
Minimum, 15s. " "
Maximum, 25s. 6d. " (piece).
Minimum, 18s. " "

Winders:—

Maximum, 16s. per week (piece).
Minimum, 10s. " "
Average, 14s. " "

Designers (1st stage): Young girls, who begin at 5s. or 6s. a week, and rise to 16s. or 17s. in a year or so.

Matchers (2nd stage): 5s. to 17s. a week.

In this Glasgow factory both of these classes of workers are on time wages. Their employment is light, pleasant, and interesting, and highly suitable for young girls and women. The design department is an experimental stage. The firm offers every facility and training to young girls, who may be able to carry this calling further. The wages to begin with are small, but as a school for drawing and design is attached to the works, a thorough technical training is also provided for the employee, and I was informed that a large proportion of the girls earned from 9s. to 12s. in a few months' time. Skilled designers may command large salaries, as a rule, and consequently this employment offers good opportunities to capable workers.

I have observed with regret the comparatively small number of women employed in the designing departments of the works I have visited, and in these they were mostly engaged on the lowest and least skilled work (Factories 15, 16, 21). If such an experiment were more generally adopted as that now being tried by firm No. 24, it would pave the way for women's entrance into a department for which their feminine taste and lightness of touch peculiarly adapts them.

With regard to the difference in wages which obtains

in these two factories practically manufacturing the same class of goods, the lowness of the rates in the works at Ayr may probably be accounted for by the want of chance of employment for women in this district. Large numbers of girls come in from the surrounding country, being partly drawn by the need of work, and partly attracted by the more varied interests which Ayr, as a fifth rate town, offers them. These girls are usually the daughters of very poor parents, and being accustomed to a low standard of living, are therefore the readier to accept the small wages offered.

There is also a total lack of organisation to protect their interests as workers. Attempts have been made on two occasions to organise the women, but without success.

I was informed that, while the morality and social habits of the girls here need to be exceedingly low and still leave much to be desired, the trifling advance of wages granted to the workers in the worst spinning mill made a noticeable improvement in their habits and appearance.

I visited the homes of several of the workers. Great complaints were made by the majority of the women regarding the fluctuations in their earnings at the carpet factory. Workers earned on the whole to prefer the lower but steady wage in the worst spinning mill.

One girl I found keeping house for herself in one room on a wage of 7s. 6d. per week. She said she preferred this, although it involved a struggle and much hardship, as, had she gone into lodgings, she would probably have been obliged to associate with girls of a disreputable character. She went on to say that numbers of the girls who come in from the country either clashed together on their small wages in lodgings, or boarded for a small sum. In the latter case the rate for board and lodgings was usually 5s. per week, thus leaving 2s. 6d. per week for everything else, of a weekly wage of 7s. 6d. These wages and the circumstances of their lives tended to immorality among these girls, and the proximity of a garrison station was said to be a further reason for the same thing. I had this information confirmed by local persons acquainted with the condition of the workers. The parents and the small home of this witness were models of neatness and order, everything was scrupulously clean, bright, and carefully kept. She informed me that she rose at 5 a.m. and did her house work before going to the mill, and in the evening, when she had leisure, she made a little extra money by knitting stockings, &c. This witness supplied me with the following table of her expenditure:—

Rent	-	-	1s. per week.
Coals	-	-	9d. "
Butter	-	-	6d. "
Sugar	-	-	3d. "
Tea	-	-	4½d. "
(No milk used.)			
"Kitchen," 1s. 6d. per week.			

It was more difficult to estimate the expenditure in clothes, but my informant calculated she had two pairs of boots in the year, each pair costing 5s.; one dress, costing 7s. to make, might last two years, and thus item (of which the price varied) was bought, together with other articles for outer wear, from a packman, who was paid by weekly instalments of 2s.

With this may be compared a similar table of expenditure furnished me by a working girl employed at a cotton factory in the Bridgeton district of Glasgow. Her wages are about 15s. or 16s. a week.

Double-headed knochen.

Rent, 5s. 2d. a month, or 11 5s. per annum
Coals, 18d. per week.
Gro. 4s. 3d. for six months.
Tea, 7s. 3d. a year.
Food, about 6s. a week.

Breakfast.

Potteridge and milk	-	-	1d.
Eggs, or an egg	-	-	1d.
Cup of tea	-	-	1d.
Bolt and butter	-	-	1d = 3½d.

Dinner.

Potatoes and stew	-	-	2d.
Sugar "scone"	-	-	½d.
Cup of tea	-	-	½d = 3d.

* This is a term used by Scotch working girls to describe meat, fish, or any whole article which may be added to a meal—usually to their tea.

(b) Carpet factory in Ayr.

(c) Carpet factory in Glasgow.

(d) Training of women as designers.

(e) Employment of women as designers.

(f) Organising.

(g) House-keeping and social habits.

(h) Homes of workers.

(i) Table of expenditure.

FOOD.

"Kitchin," backlock, . . .	14d
Or mutton of week, . . .	2d.
Or mutton, . . .	14d
2 oz. of tea (lasting two days), . . .	5d
1 lb. of sugar (lasting a week), . . .	3d
Sunday dinner* (leaving something for Monday), . . .	
1 lb. boiling beef, . . .	6d.
Peas and other vegetables, . . .	2d.

Clothing.

- 1 dress (lasting probably two years), 12 10s. or thereabouts.
 2 hats a year (price could not be estimated).
 Boots, two pairs a year, at 6s. 6d. each pair.
 The price of lodgings in Bridgeton runs as follows:—
 1s. 6d. a week for share of a room and bed.
 2s. a week for share of a room and bed (with washing), or
 3s. 6d. a week for share of a room and bed (with washing).

III.—ALVA.

Mr. Jack, President of the Factory Workers' Union, has given me some valuable information regarding the industrial condition of the women workers in Alva, and of the progress and results of organisation amongst them, as to which I have already made a report. The information regarding wages was chiefly supplied from the books of the employers.
 I first visited Factory No. 39, which employs 60 women in the manufacture of small staves.

Wages.

Weavers, ordinary, run 12s. a week (piece).
 Winders, ordinary, run 12s. and 12s. (piece).

The sheds supplied with ventilators in the roof.
 Lavatory accommodation satisfactory.
 In Factory No. 60 visited I found between 50 and 60 women employed in small weaving.

Wages are:—
 Weavers average 12s. a week (piece).
 Winders average 12s. a week (piece).

Point ventilators in roof. Dry lavatories outside.
 In Factory No. 61, 40 or 50 women are employed in the weaving of tweeds. It has also a spinning department.

The wages are:—
 Spinners 3s. 6d. per week (young girls), (time wage).
 Weavers 10s. 6d. to 12s. (piece).
 Winders 3s. to 4s. (piece).
 Wappers 11s. to 12s. (piece).

I was informed the women have been taking the place of the men for 10 or 12 years past in the weaving department in tread and shovel mills, and are doing work at the rates shown in the foregoing table for which the men were formerly paid from 12s. to 25s. a week. It was stated by the manager in Factory No. 6 that the profit to the employer from the women's labour is not quite so large as may at first sight appear, because the women do not produce so much, and no man is required for every five women for the looms and spacing of motions.

Factory No. 63 is a very old building. It has no arrangements for ventilation, and the sheds are extremely dark, ill-ventilated, and unsatisfactory. The workers say that they are very lousy outside, and that these are kept in fairly good order.

In Factory No. 62 visited I found about 70 women and nearly 50 spinners employed in the manufacture of tweeds.

The wages are:—
 Weavers average 12s. per week (piece).
 Winders 10s. per week (piece).
 Spinners average 3s. to 4s. 2d. per day (time wage).

The ventilation is by skylights in the roof, and there is satisfactory outside lavatory accommodation.

* Tea and Sunday dinner were made and perished at at home, the other meals at a cheap restaurant.

In Factory No. 62 110 women are employed in the manufacture of tweeds. The wages of:—

Weavers are 12s. and 12s. per week (piece).
 Winders are 10s. per week (piece).
 Wappers are 12s. per week (piece).

With regard to the wappers in this factory the system is for one man to make the work to three or four women, who work under him, and get one-third of what the man gets. I found the ventilation and other sanitary matters satisfactory here, it being a new factory.

A further instance of the decay of cotton spinning in Scotland is afforded in Alva, where a large mill stands empty and tenantless.

As usual in country districts the girls present a very healthy and robust appearance, most of them living in the neighbourhood of the factories.

The various workers interviewed confirmed the statement as to wages given above.

The following statement regarding the local union, and the trade disputes which had occurred in Alva, was sent me by the President of the Union.

- "1. The Union was formed in 1869.
 "2. Object, to secure standard and uniform rates of wages for weavers.
 "3. Trade disputes occurred in 1846, 1852, 1860, 1874, 1883, 1891.

"In Nos. 1, 2, 5, and 6 of the above list the cause of dispute was the employers seeking to pay prices according to their own mind. In No. 3 of the above list the cause was a demand on the part of female weavers for an advance in wages.

"In No. 4 of the above list the dispute was caused by weavers requesting an advance of wages in excess of the provisions of a statement mutually framed by employers and workers in 1874.

"The results were in favour of the workers in cases 1, 2, 3, and 6. In cases 5 and 4 the workers failed in their efforts to increase the wages for winding and weaving."

I have already reported on the further part of this statement which dealt with the working of clause 24 of the Factory and Workshop Act, 1891, and describes the affairs of the union as being satisfactorily controlled by a joint committee of 14 manufacturers and seven weavers.

IV.—BLACKTIE.

In Blacktie several large factories and calico printing works have been closed during late years. The only factory remaining is No. 43. It was established over 100 years ago and is one of the few in the western district where plain calico weaving still lingers. About 340 women are employed here. Many of them take few looms.

On the occasion of my visit I could only see part of this factory, as the employer was leaving home. Each of the rooms as were visited were low in the ceiling and badly lighted. The wages, as stated by the employer, were 12s., 12s., and 12s. a week for weavers (piece). I visited the homes of some of the workers (No. 19, daughter and others) whose stated wages were rarely higher than 10s. a week. They complained that the sanitary arrangements were very bad. Dry lavatories were in use, and these, not being cleaned frequently enough, were very offensive.

It was also stated that formerly a great deal of "darning" prevailed in this factory, but that it had improved a little of late in this respect. The lack of employment for women in Blacktie was suggested as partly accounting for the low wages, the only other occupation offered being at the collieries, where conditions are such that the more respectable girls do not care to take work there.

Accompanied by the secretary of the district miners' union I visited a colliery (No. 44) in the outskirts of Blacktie, where I was informed several women were employed at the pit mouth. There being no regular path or outlet we had some difficulty in making our way beneath the waggons and among the mounds of coals, coke, &c., to the place where the women worked. We found over a dozen girls engaged in parking stones and rubbish from the coal as it comes up. No accommodation of any kind is provided for them beyond the rocky sheds at the pit mouth where they work in all weathers. These sheds, which are neither wind-tight nor water-tight, are not on a sort of scaffolding and are approached by precipitous ladders

(d) System of one man.

(f) Decay of cotton-spinning.

(g) Appearance of workers.

(h) Trade disputes.

(i) Conditions of local union.

(j) Decay of industries.

(k) Visit to colliery No. 44.

(l) Employer's work at colliery.

strike. The girls work from 7 a.m. to 5 p.m. with one hour and 40 minutes off, which is divided between breakfast and dinner. The wages begin at 1s. 4d. and rise to 1s. 6d. per day and they work five days in the week. The work is quite unskilled, and although constant, is not particularly heavy. It is, however, extremely rough and dirty and the surroundings make it most unattractive for women, especially for young girls. There is no supervision of any kind and the women workers are, as a rule, exposed to rough and very objectionable companionship. The air was laden with smoke and coal dust, and the persons and clothes of the girls were exceedingly dirty and uncleanly. I had some conversations with several of the girls, and in reply to my questions they replied they did not dislike the work, and in any case there was nothing else in Blantyre that they could turn their heads to. (Witnesses 20, 22)

Several of the men engaged at the colliery expressed themselves very strongly to me regarding the employment of the women there, and what they termed its "breastling" effect on them. The employment of women as colliers is comparatively new in this district, but I was informed it is gradually increasing. (Witness, 118.) The manager at this colliery told me he was replacing the boys, who used to do this work, by women and girls, as he finds the latter so much sturdier and more regular in their attendance.

It was also stated that there were no instances of immorality among the women consequent on the conditions of their employment, but that they had necessarily to bear a great deal of rough language though their association with the men at their work.

V.—DALRY.

I have received much valuable information and assistance in Dalry from the local secretary of the miners' union, and from others having special knowledge of this district.

No. 17 is a worsted mill, employing 800 women in the various branches of worsted spinning. The following lists of wages were supplied by the employer from the books of the various departments.

Garding:—

Wool sorters from 10s. to 11s. a week, piece wage	
Corders " 9s. to 10s. 6d. " "	
Combers " 9s. to 10s. 6d. " "	

Spinning:—

Reelers from 22s. to 25s. a fortnight, piece wage	
Drawers " 19s. to 20s. " "	
Twisters " 9s. to 10s. 6d. a week " "	
" " 8s. to 9s. " " time wage	
Spinners " 5s. to 7s. 6d. " "	
Half-towners " 1s. 6d. to 2s. 6d. " "	

A strike occurred in this mill about two years ago. The girls struck without warning for an increase of wages. They remained out for three days. At that time, acting on the advice of some members of the miners' union, returned to work on their notice, requesting at the same time to the employer that they intended to suspend work at the end of their legal term. The firm called a meeting of the workers before the time expired and informed them a small increase in wages would be given, and that, with the exception of the spinners and a small proportion of the twisters, the workers would be put on piece work instead of having time wages as hitherto. This arrangement was agreed to.

In factory No. 18 Scotch tweeds and blankets are made. About 200 women are employed here. The employer declined to give specific information regarding wages. The workers stated they made "about 12s. a week" (piece-work).

The buildings now used as weaving sheds are very old, low in the ceiling, and dark, but are fairly well kept as regards cleanliness and ventilation. Dry lavatories outside the mill are used.

No. 19 is a herring factory, stockings, socks, sermons and various garments for underwear are made in it. It is mostly piece-work, and the wages ran from 18s. to 20s. a fortnight. About one fourth of the workers are engaged in examining the work of the knitters and have a fixed wage of from 10s. to 12s. a fortnight. I was told it takes an average worker about three months to learn her trade, which is a fairly regular one. Skill, interest, and attention are the elements that chiefly make the difference in wages in this industry. The quality of the raw material also enters into it.

The finishing department in this factory occupies the spare time of about 50 home workers and is usually

undertaken by widows and married women who may be assisted by their children. Finishing is paid at the following rates:—

Vests, 7d. per day. (Two hours is taken to finish a dozen.)

Drawers, 1s. 6d. per day. (Time could not be estimated.)

Combinations, first four sizes, 1s. per dozen. (A little more than 6 hours is taken per dozen.)

Combinations, second four sizes, 1s. 2d. per dozen. (A little more than 6 hours is taken per dozen.)

There is a growing tendency in this factory to have finishing work done inside. These works have been only a few years established, but have increased very rapidly. The workers were remarkable for their scrupulous cleanliness and cheerful appearance, while the piles of dusty material, the light structure of the machines and their ease of movement, were indicative of a highly suitable industry for women. It was stated by several workers and local persons that, owing to the pleasant conditions of the work, there was considerable competition amongst the girls and women of the neighbourhood for any vacancies in this factory.

Wages, as the preceding figures show, are lower in Dalry than in the textile works of so large a centre as Glasgow, and this notwithstanding the fact that in the former place there is a great scarcity of women workers. This scarcity is attributed to the falling off of the mining industry already alluded to (p. 3). The women here are quite unorganised, and although a strike resulted from the strike which took place in mill No. 17, it fell off after a short time. The miners' organisation here is also weak, and in connection with this and the demand for female labour it was stated to me by witness No. 115 that the men have suffered a reduction in wages on more than one occasion, because employers know they would stand some pressure rather than leave a district which offered steady employment for the women of the family.

At the same time there is a continued demand for women workers, and one employer (from No. 17) stated he would shortly have to face the difficulty of bringing women's labour from a distance by rail and paying directly, or indirectly through the wages, for the cost of conveyance, or of offering a wage sufficiently high to induce women to settle in Dalry as independent wage earners. This informant added that his profits were such that he could not keep his business going if it were not for the cheapness of the labour, and consequently the growing scarcity of female labour was a serious problem for him.

Rents are low in Dalry, one room costing 2s. 10s. or 3s. 10s. per annum, and a room and kitchen 5s. The standard of comfort is very low, and as most is rather higher in price here than in the town, I was informed, it was as far as possible dispensed with by the majority of the workers.

It was also stated by witness No. 116, a worker, long resident in the district, that there is much complaining amongst the girls here, this being largely attributed to the low wages and the low social and moral standard this presumably involves.

One household visited consisted of a father, mother, three daughters (Nos. 35, 36, 37) and three children, dependent on two of the daughters (both of whom were unmarried). The father was employed as the girls' work on wages of 18s. per week. The three girls, employed at the worsted mill, made amongst them 25s. a week, giving an aggregate income of 43s. a week for a household of eight persons. They were living in one room and a kitchen for which they paid 2s. per annum. The house and the persons of the inmates were extremely dirty and the general aspect of things very miserable. The dinner, of which the family were partaking, consisted of tea, bread, and butter, which would be followed by a similar meal about six in the evening, to which a herring, or, very occasionally, a little fried fish would probably be added.

Next door two workers were found keeping house together on a wage of from 8s. to 9s. a week each. They paid 2s. 10s. for the single apartment they occupied. The same standard as regards food, rag, dirt, and uncleanliness seems to prevail here. These girls were also employed in mill No. 17.

In the same street another house was visited where the family consisted of a widow, her daughter and son, and a young man lodger. The girl (No. 117) was employed at the herring factory and made 18s. a week, or more, the son had been trained for the industry, the mother kept a small grocer's shop in the front apart-

(a) Wages and conditions in worsted mills.

(b) Trade districts.

(c) Where and conditions in worsted factory.

(d) Where and conditions in herring factory.

(e) Where and conditions in herring factory.

(f) Rent.

(g) Diet.

(h) Type of workers.

room. There were three rooms in all. I was given to understand by this family and other local persons that the workers in the hosiery factory were usually of a better social class than the other women workers in the district. Probably this is due to the nature of their work requiring neatness and personal cleanliness. Certainly this household and its members presented a very favourable contrast to the others visited.

VI. DUNFERMLINE

On my first visit to Dunfermline I had an interview with Mr. Don, secretary of the local trades council, and Mr. John Weir, miners' agent, from whom I got information regarding the general social and industrial conditions of the women engaged in the hosiery weaving trade of which Dunfermline is the chief centre for Scotland.

The following factories were visited by me. In factory No. 28 the wages were stated to be as follows:—

Weavers.—

Maximum, 20s. per week (piece).
Ordinary run, 15s. and 15s. per week (piece).
Minimum (beginners), 8s. to 10s. per week (set wage).

Winders.—

Maximum, 15s. per week (piece).
Ordinary run, 15s. to 17s. per week (piece).
Card-cutters, 12s. 6d. per week (set wage).
Card-lacers, 11s., 12s., 13s. per week (set wage).
Pickers, 11s. to 14s. per week (set wage).

On a subsequent visit to Dunfermline I met winders in this factory who informed me they made more than this. I found this factory thoroughly well lit and ventilated and kept in excellent order, the sanitary accommodations very good and having all modern appliances for flushing, &c. The workers here looked healthy, contented, and respectable. About 400 women are employed. Details of an experiment in shortening the hours of labour in this factory are given farther on.

In factory No. 29 about 600 women are employed, the wages were given as follows:—

Weavers.—

Maximum, 8s. or 9s. per week (piece) (beginners).
Maximum, 20s. per week (piece) (adults).
Ordinary run, 14s. or 15s. per week (piece).

Winders, 10s. to 12s. per week (piece).

Warpers, 15s. per week (piece).

Pickers, 12s. " (set wage).

Card-cutters, 13s. per week (set wage).

Card-lacers, 8s.

Blanchers, 11s. to 12s. " per week (set wage).

The sheds are very well lit, clean and well ventilated by radiators in the roof. The lavatory accommodations is good. Good dining halls are attached to the works and the workers are very respectable looking. In factory No. 30 about 800 women are employed on 1,170 looms. The wages are as follows:—

Weavers.—

Maximum, 16s. per week (piece).
Maximum, 20s. " "
Ordinary run, 12s. and 13s. per week (piece).
Winders, 12s. to 14s. per week (piece).
Warpers, 12s. to 14s. " "

About 5 per cent. or 6 per cent. of the women employed here are married women. The employer complained of his difficulty in getting a sufficient supply of female workers, owing to the remote situation of his factory, and stated he could only get the "lag end" of the weavers. A strike of 10 days' duration occurred in this factory about four years ago, the cause of dispute being the quality of the yarn supplied, of which the workers complained. A satisfactory compromise was at last arrived at, partly through the intervention of outsiders. I found good dressing-rooms attached to this factory, but the weaving sheds were ill-ventilated, most of the ventilators in the roofs having been stopped up at the request of the workers, who complained of draughts. The lavatories opened on the weaving sheds, and were very unsatisfactory in their internal arrangements, in some cases the odours were most offensive. The workers here were somewhat squalid and poor-looking.

Factory No. 31 employs 600 women. The wages are as follows:—

Weavers, 7s. to 10s. per week (piece). Ordinary run, 12s. 6d. per week (piece). Learners, about 5s. per week (piece).
Winders, 9s. to 12s. per week (piece). Ordinary run, 11s., 11s. per week (piece).

Warpers, 11s., 12s. per week (piece).

Warpers, 12s. per week (piece).

" 14s. 6d. per week (set wage).

Drawers (young girls), 12s. 6d. to 15s. 6d. per week (piece).

Card-lacers (young girls), 7s. 6d. per week (piece).

Pickers, 11s., 12s. per week (piece).

" (young girls) 4s. 6d. per week (piece).

The weaving sheds have ventilators in the roof, but apparently not enough of them, the sheds being somewhat close. A good dining room is attached, but it has this drawback that the women's lavatories are within it. These are not sufficient in number, nor satisfactorily ventilated, the doors being usually left open, allowing odours to come into the dining-room. The workers complained of this. The women are very tidy and respectable looking.

Factory No. 32 employs 300 to 400 women.

Wages:—

Weavers:—

Maximum " " 20s. per week (piece).
Ordinary run " " 15s. " "

Winders:—

Maximum " " 20s. per week (piece).
Ordinary run " " 15s. " "

I could not get the wages of workers in the other departments from this employer's books, but found on inquiring from the workers themselves that they were paid at much the same rate as those in factory No. 31. The sheds are clean and well ventilated, and the sanitary accommodations satisfactory.

Factory No. 33 employs about 300 women. The wages are as follows:—

Weavers:—

Maximum " " 20s. per week (piece).
Ordinary run " " 12s. to 14s. per week (piece).

Winders:—

Maximum " " 20s. per week (piece).
Average " " 15s. " "

Warpers:—

Maximum " " 18s. per week (piece).
Average " " 17s. " "

Pickers:—

" " 12s. per week (set wage).

The weaving sheds are ventilated by means of circular fans, but the air is a little close. The ventilation is very bad, the lavatories open off the sheds, are badly kept, and give out offensive odours. At the request of some of the workers I directed the attention of the employer to the matter. He expressed his regret that he had as yet been unable to make satisfactory arrangements owing to the sheds being old buildings and not admitting of structural alterations.

I called at another factory, but was not able to see through it, owing to the employer and manager being engaged or absent. Shortness of time did not allow me to repeat my visit as requested. I saw one of the workers employed here (a card cutter) who states her wages are like a week (set wage). She and the weavers make from 12s. 6d. to 15s. a week, winders 12s. to 15s. Sanitation is complained of owing to the proximity of the lavatories to the weaving sheds.

I interviewed workers belonging to the various mills in their homes and elsewhere, and had the wages figures given by the employers (in most cases from their books) minutely confirmed by them (8s. to 10s. 6d., 11s., and others, and 29 to 11s.). With regard to the variation in wages, this may be attributed very much to variation in the class of work, the raw material, and the energy and skill of the worker. It is extremely difficult in the case of piece-workers to give averages that will not be to some extent misleading, but so far as my investigation has gone I am inclined to state the ordinary wage of the weavers here as ranging from 12s. to 17s. per week, that of the winders from 12s. to 15s., while numbers of both classes make considerably more in busy seasons.

I am thoroughly satisfied from what I have seen of the workers and their homes, that the social and industrial conditions of the Dunfermline hosiery workers are unusually good.

In Dunfermline an interesting experiment was tried in the factory of Messrs. Hay and Robertson (No. 29) by the introduction of a nine hours' day. The initiative was taken by the employers who called the piece-workers together and put the proposal before them. A vote was taken which was practically unanimous in favour of the change.

(b) Experiment in the introduction of a nine hours' day.

(c) Arrangements of hours. The work was arranged in two shifts of 4½ hours each, i.e., 8 a.m. to 12.30 p.m. (one hour dinner) and 1.30 p.m. to 6 p.m. The experiment lasted four months (winter). The system was changed to 9½ hours at the end of the four months, chiefly because 4½ hours were found to be too great a strain on the women, especially in the afternoon. The employer proposed taking a quarter of an hour off meal times and trying three shifts, but the workers preferred full time for meals. The system now employed in this factory, by mutual agreement between employer and workers, is: 6 a.m. to 9 a.m., 10 a.m. to 2 p.m., 3 p.m. to 5.30 p.m., equal 9½ hours. The employer said that a larger production is got for the same and a half hours than for either the 9 or the 10 hours' day. The result to the workers is that those on piece (all over) have made 25 per cent more money. A few of the very best workers who were working at full pressure before have, however, lost about 1s. per week.

I was also informed by Mr. Robertson that the substitution of weekly for fortnightly payments among the weavers had had the effect of increasing the production, as the girls make an effort to get their week piece off by the end of the week so as to have as large a sum as possible to take home on pay day.

(d) Nature of the work. This firm is engaged in the manufacture of fine household linen, which requires considerable skill in the production, and in considering the results to production in the shortening of the working day, it may be remarked that one of the most important elements in this branch of the textile industry is the physical condition of the worker and her ability to give the care and attention necessary to the production of good work. In this it may be compared with other branches of the textile industry, such as spinning and gillie office weaving, where the chief factor is the machinery, and the production is consequently largely dependent on, and limited by, the time the machines are allowed to run.

(e) Points of inquiry. I made a special inquiry among the workers engaged in this factory as to the results to them of the shortening of their working day, and subjoined to short information more particularly on the following points:—

1. Whether the shortening of the time for production resulted in a loss of wages to the piece-workers.
2. If so, whether they considered the extra leisure granted a sufficient compensation for this.
3. If the effect to bring the wage up to the old level in the shorter time, involved too great a strain.
4. Whether they preferred the nine hours' day worked in two shifts to the 9½ hours' day worked in three shifts, or either against a 10 hours' day.
5. How the workers who made small wages were affected towards the shortening of the day.
6. Any suggestions as to arrangement of hours, &c.

(f) Evidence of workers regarding the shortening of the working day. Witness No. 101 has worked for 10 years in this factory. She estimated her average wage to be about 15s. or 16s. all over the year, but stated she had made for the three previous weeks as follows:—First week, 22s.; second week, 25s.; third week, 25s. She said she preferred the nine hours to the 9½ hours' arrangement, because it allowed her a later start in the morning (8 a.m. instead of 8.15 a.m.). Her wages have increased with the shortened day, because she "puts her mind into her work now." On being questioned she said she did not feel the 4½ hours' afternoon stretch (1.30 to 6 p.m.) under the nine hours' system too long, so far as she was personally concerned, but admitted that the work was exceptionally strong, and added that most of the girls she knew felt it too great a strain. This girl had a way, well-built figure, and apparently a constitution capable of a good deal of wear and tear.

Witness No. 102 has worked five years in this factory, and stated that her wages ran from 15s. to 20s. per week. She is apparently less robust in make than the previous witness, and complained of the long strain in the afternoon under the nine hours' day. In reference to the present arrangement she said, "This is grand," giving as her principal reason that it is "fine" to have the extra half-hour to herself at night. She does not object to the early start in the morning, and thinks her earnings are much the same now as they were with the 10 hours' day, and is not conscious of any extra strain of work.

Witness No. 99 spoke enthusiastically of the shortening of the working day, and said she had never heard any objections raised to it among her fellow-workers because of decreased earnings or for any other reason.

She prefers the 9½ to the nine hours' arrangement, because the afternoon shift was too long under the latter system. This witness has worked for 10 years in this factory. She makes, on an average, over 18s. a week, and is not conscious either of a decrease in her wages or of overstrain of work since the hours were shortened.

Witness No. 100 admits she loses about 1s. a week by the shortening of her hours, but says she does not mind this as she thinks the extra leisure time is quite worth it. She prefers the 9½ to the nine hours' arrangement because of the heavy afternoon strain involved by the latter. She said this would have killed her had it been continued. She is strongly in favour of nine hours if it could be worked in three shifts. She makes about 18s. a week.

Witness No. 105 much prefers the 9½ to the nine or 10 hours' day. She makes 16s. or 17s. a week, and thinks there is not much difference in her wages owing to the shortening of her hours, and feels no injurious strain.

Witness No. 104 makes about 20s. a week. She is in favour of the 9½ hours' day, and did not feel the late start in the morning to be an advantage as she could not get up by the consequent late breakfast. She said "it weren't to be thought a lassie could tak' her 'best' just after nine 'till the mornin'," she needed "the fresh air first." The same opinion was emphatically expressed by the other members of her household.

Witness No. 202 makes about 18s. a week on the average, but very frequently more than that. She said she did not object to the while to the hours being reduced so long as there was not a loss of wages. She was inclined to think she loses a little by the shortening of her working day, but, on being pressed, could not say definitely that she did. She has worked in this factory for 18 years.

Witness No. 110 said she lost about 1s. a week job now makes on an average 16s., but prefers the short day of 9½ hours. She complained strongly of the long afternoon stretch under the nine hours' arrangement, and said she could not have stood it had it continued (this witness is somewhat delicate and frequently off work on account of her health), but avers that "it's fine 'till the noon, if it only lasts."

No. 110 is a sturdy, reliable sort of personage, loves a gossip apparently, and gave no sign of her objections to the nine hours' system, that it never allowed her to see anybody at dinner-time, or to get out when her "neighbours were out." She has worked 17 years in this factory. She would like 9 hours if it could be arranged with two meal hours, and allow of a cup of tea in the afternoon.

Witness No. 111 is in favour of the short day, although she thinks she makes a little less. She said she could not make her wages as they varied so much. She is evidently delicate, and perhaps a little dull.

Witness 107 is strongly in favour of the present arrangement, and knows no falling off in her wages in consequence of it. She thinks she may work a "wee bit" harder but not enough to hurt her health in the least. This witness is a warm rider and is paid fortnightly, over 30 weeks (24 hours per day) 21s., 11 18s. 10d., 21 12s., 21 4s. 8d., 22 3s. 1d., 12 18s. 10d., 11 18s., 12 18s. 3d., 11 19s. 1d., 12 18s. 11d., 11 18s. 6d., 12 18s. 4d., 11 19s. to 21 2s. 8d., 22 1s. 6d., 11 7s.

Witnesses Nos. 103, 106, 108, 112, 113, 114, made statements to the same effect as those quoted above.

While considering the unanimity of the workers in this factory in favour of shortening the hours of labour it should be borne in mind that wages are high enough among the majority of them to admit of a slight loss without its being felt as a hardship. Most of the workers questioned stated that the figures they gave represented a low average, and that frequently their earnings were about 30s. a week or over it. I was anxious to get the mind of workers who made a low wage as to how the shortening of the time for production affected them, but was unable to discover any adult women whose wages ran below 16s. a week, or thereabouts. Young girls who were learning the weaving trade made from 8s. to 10s. a week, but as these were resident with their families, and were usually paid a set wage they were not affected by the shortening of hours.

I was very favourably impressed by the exceedingly cordial and pleasant relations that exist between this firm and their employees. There was apparently the greatest confidence and mutual consideration existing

(g) Relationship between employer and workers.

on both sides, and I was assured by the girls that complaints and suggestions from them were not only listened to but usually sympathized with by their employers. No step was taken by the firm in the reduction of hours movement, until the matter was laid before the workers and explained to them, and any change made was agreed to by the workers before it came into effect. The employer expressed himself as thoroughly satisfied with the results both to himself and his workers. With regard to the feeding of some of the latter in favour of a nine hours' day with three breaks, he stated he is not at present prepared to adopt that, as the marvellous waste of time which accompanies the stopping and beginning of work would be too great on a day of nine hours.

Better railway facilities for getting into this centre would be a great boon to the workers. There is a steady demand for female labour at a good remuneration, and owing to the absence of employment for men, Dundermire cannot meet the demand sufficiently. In consequence large numbers of women come from the surrounding district. Many of them walk from two to four miles. While owing to the insufficient supply of workers' trains, numbers lose from an hour to an hour and a half at the railway station. This deficiency deprives the workers concerned of the advantage gained by the short working day.

There is a high standard of comfort among the weavers of Dundermire, and the girls are remarkable for their healthy and prosperous appearance.

Rents are comparatively high, one suite room costing 3s. 6d. per annum. Dwellings (with taxed), 4s. 10s., three rooms and kitchen (top flat), 10s.

Provisions are much the same as in Glasgow, most costing, as a rule, 1d. per lb. more. I was informed (Witness No. 119) that many of the houses at the value of 200l. each were owned and occupied by working men's families, and that a family of four adult wage-earners with an aggregate income of 200l. was not an uncommon instance. It was also stated (Witness No. 108) that a practice obtained among the lower paid girls of forming clubs, say of 12 members, each paying 1s. per fortnight. At the end of three months tickets are drawn by the members entitling them to the sum of 12s. each, which would probably be expended on some special article of dress.

VII.—GREENOCK.

In the course of my inquiry into the conditions of textile workers in the western district, I visited Greenock and collected evidence respecting the employment of women in miscellaneous trades there. At the invitation of the Trades Council of Greenock I attended a conference of their members, at which a committee, representing the organized men's trades was appointed to co-operate with me in collecting evidence regarding local women workers. This committee has given valuable assistance in the inquiry.

Greenock does not offer a large field for female labour, in the textile industry, there being only one mill in the town.

The other industries, regarding which I took evidence on this occasion, were paper-making, sack-sewing, laddering, dressmaking, and employment in shops. I propose to reserve the information collected on the three last-named for a future report which will deal more particularly with miscellaneous trades.

In mill No. 37, 900 women and 44 half-timers are employed in worsted spinning and hosiery manufacture. The wages are as follows:—

- Spinners (chiefly girls of 14 to 16 years of age) 5s. 4d. to 7s. a week (time).
- Washers (older women), 7s. to 8s. a week (time).
- Carders (older women), 7s. to 8s. a week (time).
- Combbers (older women), 7s. to 8s. a week (time).
- Preparers (older women), 7s. to 8s. a week (time).
- Half-timers, 2s. to 3s. a week (time).
- Knitters (older women), 7s. 12s., 15s. a week (piece).

This mill is an old building, and the ventilation of it is very defective. Many of the flats are very dark and the atmosphere is close and oppressive. The lavatory accommodation has an objectionable publicity, but is otherwise better than might be expected from the general condition of the mill. The earlier stages of this industry, in which the wool is sorted and washed, involve very rough and dirty work, and the small extent to which the process is often extremely unpleasant.

The girls have for the most part a wretched and poverty-stricken look.

I visited the homes of several of them (Nos. 33, 34, 35) whose wages ranged from 5s. to 7s. a week. Those of the Greenock mill-workers contrast unfavourably with the homes of the majority of the workers in the country districts. In the former case large numbers are huddled together in flats, sub-divided according to the requirements and the means of their occupants. These flats are situated in the narrow squashed streets of the older part of the town, and the bad air, combined with the poor living, produces very unfortunate results on the physique of the workers.

The girls I saw made no complaints regarding the conditions of their employment, or the standards of their mill, but obviously the standard in these matters is not high.

Factories Nos. 38 and 39 employ a number of women in the re-making of old sacks. The working places consist for the most part of open sheds where the women sit about on the ground and sew the sacks. The work is rough and dirty and employs the very lowest class of workers. The number of employes could not be given as it varies so much. Apparently sack-sewing is regarded as the refuge of the General Worker, and occupies a place in women's industries corresponding to that which labour at the docks does in men's. In fact, the majority of the women are drawn from the families of dock labourers, and I heard that the supply of women workers fluctuates very much according to the state of employment among the dockers.

The sacks on which these women are employed are generally old ones that have been used in the sugar works, and which, after being washed, are sent to the sack factory to be made up for other purposes.

Sack sewers get 4d. a dozen. Their work consists of cutting up one large sack and making two small ones out of it. These dams are considered to be a very hard day's work.

Earnings get 14d. a dozen. Their average wage is 7s. or 8s. a week.

Some of the women are employed in leading the carts with the finished sacks that are sent out. This is very heavy work, and they get for it 8s. a week (time wage). Their hours are from 8 a.m. to 6 p.m.; Saturdays, 8 a.m. to 2 p.m.

Many of the women employed in sack-sewing work at home, and I was told that by working very hard, not sitting up till 11 and 12 p.m., or later, women can sometimes earn 11s. and 12s. a week.

I visited the homes of some sack sewers (Nos. 22 and 24) and found them living in a very miserable condition. The father, who had been an agricultural labourer, and spoke with regret of having left the country to come into the town, was disabled by rheumatism. This man, with his wife and a grown-up son and daughter, inhabited a one-roomed house, for which they pay 8s. a month. The father helped his wife in making sacks at home, the latter varying this by going out churning occasionally. The daughter was employed in the sack factory. I could get no satisfactory account of the son's occupation, or contribution to the family income. The room in which they live was filthy in the extreme, and only furnished with the barest necessities. The family, including another female worker who comes from a distance and takes her meals with them, were at dinner when I visited them.

The food consisted of tea, bread and butter, and one of the girls was having a little fried ham with this.

Factory No. 40 employs about 70 women in the manufacture of paper. The workers are divided into two classes, viz., finishers and labourers. The finishers are employed in impasting, setting, and packing the paper. They are paid 7s., 8s., 10s., and 11s. a week (piece) for this.

The work, although monotonous, is light and clean, requiring chiefly attention and dexterity in handling. The work-rooms, in which this branch of the work is carried on, are large and airy, and necessarily close and well lit.

The labourers are women who are employed in shading out and sifting the paper, which has largely taken the place of rags in certain branches of paper manufacture. This work is very dirty and unpleasant, owing to the dust arising from the grass, and also from the strong and disagreeable odour that accompanies the boiling process. The latter is carried on in rooms adjacent to where these women work. I was told, however, that this odour was not injurious to the health. Three-fourths of the women employed in this department are Irish women. Their labour is quite unskilled. The wages are 1s. 2d. per day.

Two of the women in the finishing department here (Nos. 33, 36) complained that no lavatory accommodation was provided within the works.

VIII.—JOHNSONS.

On my visit to Johnsons I visited the leading mills there and the houses of several of the workers employed in them.

Mill No. 47 employs over 1,600 women in flax-spinning. A number of half-timers are also engaged in this mill, but the exact figures could not be supplied on the occasion of my visit. An attempt was made here some years ago to do away with the employment of half-timers, but this was firmly resisted by the parents of the children. The employer here expressed himself strongly against any further reduction of the hours of labour, and stated it as his opinion that the trade had been much injured by this already. He suggested, with regard to the employment of children, that they should be excluded from certain departments in mills, as confined, as in his own works, to those where the work was very light and simple and no machinery was in use.

In going through the works here I observed the children were engaged only in carrying bobbins from one place to another, and in similar easy tasks. For this they were paid at the rate of 1d. per hour. The wages of the adults are as follows:—

Spinners, 9s. per week (time wage)
Reelers, 12s. to 15s. per week (time wage)
Spoolers, 12s. to 15s. per week (piece)

The ventilation of this mill is very good. Excellent ventilation is provided by means of circular fans and patent air-exhausters. "Spremlers" are also fitted in the roofs of several of the sheds, and fire escapes are supplied.

In going over Mill No. 53 I also observed that care had been taken to prevent the usual discomfort to the workers attendant on "wet-spinning." The houses are ventilated by boards some 8 or 10 inches high, which keep the water from wetting the floor and the clothes of the workers.

In Mill No. 58 180 women are employed in cotton spinning. The wages are as follows:—

Blowing-room workers, 8s. 3d. per week (time).
Card-room workers, 6s. to 12s. per week (piece).
Spinners, 8s. to 12s. per week (piece).

The ventilation is supplied by circular fans. The sanitary accommodation is within the limits and not wholly satisfactory as regards ventilation. I was told that there is frequently a lack of skilled female labour in Johnsons, and on this account the wages have, on the whole, advanced during the past five years. I was, however, unable to get comparative figures on this point. I was informed that this mill was the only one remaining of 28 cotton mills that Johnsons had possessed in the beginning of the century. The houses alleged for this are similar to those mentioned in my report on the Glasgow cotton spinning trade, the chief among them being that Scotch spinners had not kept up with the times in the matter of machinery.

Glass routes in Johnsons range from 12 to 16, 18, 20, 22, 24, 26, 28, and 30.

I saw several workers (Nos. 55, 60, and others) who complained the wages given were by the employers. No grievances were complained of, except the low wages in the spinning departments.

IX.—KILMARNOCK.

The characteristic industry of Kilmarnock is Net-making. It is carried on in several small factories. I visited the following. Factory No. 41 employs about 150 women. The wages (as stated in the employer's book) are as follows:—

Net weavers:—
Average, 18s. 6d. per week (piece).
Minimum, 16s.
Maximum, 20s.

Finishers (outside workers, mostly married women and widows) about 12s. a week, wetting borders, &c.
Factory No. 42 employs about 60 women. The wages are said to "run from 14s. to 16s. a week," the latter figure, although sometimes attained by the best workers, being rare.

The work-rooms in both factories are very clean and well-ventilated.

The work is very cleanly, but heavy, the looms, of which only one can be undertaken at a time, are very loud and worked by three wooden pedals on which the women spring successively. The workers are all barefooted, and the management of the looms involves considerable physical exercise. They all look remarkably healthy and robust.

Mill No. 41a employs 800 women and 88 half-timers in flax spinning.

The wages are as follows:—

Spinners, 1s. to 10s. 6d. per week (time).
Reelers, 5s. to 12s. "
Winders, 2s. to 10s. 6d. " (piece).
Half-timers, 2s. 6d. to 5s. " (time).

This mill is an old building, and in some of the fields the roofs are very low. The only ventilation is by the windows, which, being so near the ground, the workers will not open. The looms are defective in finishing appliances, and I was informed water was only supplied when not required for the engine.

I visited the homes of several workers (Nos. 24, 15, and 16) who confirmed substantially the figures given by the employer in the mill and factories visited, but stated that a large proportion of the girls could not make so much. Complaints were made regarding the sanitary accommodation in the flax-spinning mill, great discomfort being caused by the want of a finishing system.

I saw also two workers (Nos. 17 and 38) employed in a woollen mill here. The average wage was said to be 14s. a week and 10s. when work is exceptionally good. The workers suffer much from slack times, however. I got a very good report of conditions in this factory. It was stated the firm were very kind and anxious to do what they could for their workers. The weaving sheds are said to be clean and airy and the lavatory accommodation satisfactory. I could not see through this mill in the time at my disposal.

I was very favourably impressed by the extremely healthy appearance of the women in this district. The majority of the workers in the net factories were extremely robust, muscular, and well developed. I was informed that the nature of their work tended to produce good physical development. It was evident that it could not be undertaken successfully by women unless they were exceptionally strong. Net-making is a long established industry in Kilmarnock, and I was informed in many cases this work has engaged the women of certain families for three generations.

The homes of the workers were remarkably clean and orderly, and although, as is usual in country districts, there was a simple standard for dressing and household appointments, there was an air of solid comfort, and an absence of strain in the net-making community, that contrasted favourably with what frequently characterizes the textile workers of the larger centres. The air of the district is very fine and bracing. Milk and other country produce is cheap and plentiful.

I was informed that it is usual to endeavour to distribute the members of a family among the net factories, the woollen factory, and the flax-spinning mill. Wages in the last named are too low to allow the usual Kilmarnock standard of comfort if all the women of the household are employed in it.

There is a scarcity of female labour here, and many women walk considerable distances to their work.

X.—KILMARNOCK.

Another instance of the decay of calico weaving in the western district of Scotland is supplied by Factory No. 45 in Kilmarnock. About 100 women are employed here. The wages are as follows:—

Weavers, 10s. to 12s. per week (piece).
Winders, " " " "

The women take two and three looms.

The employer complained strongly of falling profits and consequent decrease in wages in plain calico weaving.

The sheds here are clean and orderly. The ventilation is supplied by shutters along the roof. The lavatory accommodation is satisfactory.

Factory No. 46 employs about 70 women in the manufacture of light woollen fabrics. The wages are as follows:—

Weavers:—
Minimum, 12s. per week (piece).
Average, 15s.
Maximum, 17s. " "

(a) Flax spinning mill, no playground for children.

(b) Wages and conditions.

(c) Wages and conditions in cotton spinning mill.

(d) Decay of calico weaving.

(e) Beds.

(f) Work-rooms.

(g) Wages and conditions in net-making industry.

(h) Wages and conditions in flax spinning mill.

(i) Wages and conditions in woollen factory.

(j) Health of workers.

(k) Homes of workers.

(l) Scarcity of labour.

(m) Decay of calico weaving.

(n) Woollen factory.

Every woman takes two looms as the cloth woven is not heavy. The sheds here have ventilators in the roof, but not enough of them. The lavatories are outside, without modern appliances, but are kept in good order.

This factory was visited as being typical of a class of factories in the district, where the number of workers is small and wages and other conditions similar.

Factory No. 47 employs 112 women in the manufacture of cotton cloths and fancy shawls. The wages are as follows:—

Wearers, 12s. to 15s. per week (piece).	
Winders, 12s.	
Pickers, 7s., 8s., 9s.	(not wage).

I found the ventilation very defective in some of the sheds and no arrangements at all for it in others.

Lavatory accommodation is also unsatisfactory throughout. The sheds are fitted with flanking appliances and are apparently new in some cases, but are without adequate ventilation in two of the sheds, while in the others they have no outlet whatever. The workers complained of this matter (Nos. 22, 23).

I visited several workers, who confirmed the information given regarding wages in these factories. I saw also two workers (Nos. 23, 24) employed in a carpet factory in the district where wages run from 15s. to 20s. per week, but there are long periods of slack time. I was less favourably impressed with the appearance of the workers here and of their homes than with those of some of the other country centres. Probably, owing to its size, the cost of living in Kilmarnock may be higher than it is in smaller places.

I could not learn that the workers had any special grievances beyond slowness of work, and in the case of the calico factory, small wages.

I also visited, by request of a worker, a shoe factory, No. 48, which employs 42 women and girls. The wages are as follows:—

Prices:—	
Minimum, 5s. per week (time).	
Average, 9s.	" "
Maximum, 14s.	" "

Machinists:—	
Minimum, 14s. per week (time).	
Average, 16s.	" "
Maximum, 18s.	" "

Handsewers:—	
Minimum, 7s. per week (time).	
Average, 8s.	" "
Maximum, 9s.	" "

Beginners get:—	
2s. 6d. per week for the first year.	
3s. 6d. " " second year.	
5s. " " third year.	

After that their wage is according to their ability.

Filters put the parts together.

Machinists (the machines being driven by steam-power) sew the soles.

Handsewers sew the lining.

Excellent workrooms are provided. The walls are tiled from floor to ceiling and ventilated by sloping panes in the window and circular fans in the roof. There are good cloak rooms, dressing rooms, and lavatories with modern appliances attached. The workrooms are lit with the electric light, and the employer stated that the substitution of the better for gas had made a marked improvement in the health of the workers, colds, &c. being less frequent.

XI.—LANARK.

On my visit to Lanark I visited the following mills:—

Mill No. 49 employs 341 women and 60 half-timers in cotton spinning.

The wages are:—

Drawers, 2s. per week (time wage).	
Slabbers, 12s.	(piece).
Revers, 12s.	" "
Spinners, 10s.	" (time).
Hulers, 8s. to 12s. per week (piece).	
Half-timers, 3s. to 2s. 6d. per week (time)	

This mill formerly belonged to the late David Dale, and is interesting as the scene of Robert Owen's social experiments.

Wages are low, but work is steady here.

Houses are provided by the present firm for the workers at the following rates:—

1 room and gas, 1s. 8d. per week.	
2 rooms and gas, 2s. 3d., 3s. 6d., and 4s. 4d. per fortnight.	

In the next factory (No. 44a) adjoining the wages run from 8s. to 14s. per week (piece).

This work is heavy and requires fairly skilled labour. The conditions are similar to those already noted at Kilmarnock, but the wages are much lower.

The ventilation is supplied by the windows on each side of the weaving sheds, and these are usually closed, as the workers object to draughts. The sanitary accommodation is satisfactory, so far as flushing appliances are concerned, but there is no provision for ventilating the lavatories.

Factory No. 50 employs 43 women in cotton weaving at the following rates:—

Winders:—	
Minimum, 12s. per week (piece).	
Average, 14s.	" "
Maximum (rare), 15s. per week (piece).	

Winders:—	
Minimum, 12s. per week (piece).	
Maximum, 14s.	" "

This is an old factory, and suffers much from scarcity of workers, owing chiefly to the remote situation (3 or 4 miles from Lanark). The employer complains that the standard of skill among his workers was often below what is necessary for the finer departments of his work.

This he attributes largely to the irregularity of his business, many of whom work in the fields in summer and only attend at the factory during the winter months.

In order to develop cottage branches of his industry, this employer is making an attempt to bring workers from Glasgow, the terms being a minimum fixed wage of 10s. per week, what they may earn by extra production, and other advantages in addition.

The ventilation of this factory is insufficient, being supplied by means of slits in the roof, usually closed. The sanitary accommodation consists of dry lavatories within the sheds, of which several of the workers complained to me (Nos. 25, 27, 28, 29).

I visited also a small hosiery factory, No. 51, here, which had been newly started and employed 20 girls.

The average wage is 10s. and 12s. a week (piece). The sanitation here has all the modern appliances, and is thoroughly satisfactory.

The women in this district appear to be very strong and healthy.

XII.—PARKY.

Previous to my visit to Paisley I had an interview with the secretary and several members of the local trades council, who gave a favourable report of the general conditions of work among the women engaged in the thread trade. As it was suggested that I might direct my attention to the long hours and necessary conditions under which women were employed in the handlooms in this neighbourhood, I arranged to make these a subject of special inquiry at a later date.

In my subsequent interviews with women workers and others employed in the thread mills (Nos. 12, 13, 31) I was able to confirm the statements made regarding them by the members of the trades council. No grievances were reported, although complaints were made regarding the low wages in some of the departments.

I visited mill No. 35, which employs 3,200 workers in the manufacture of sewing cotton. The works here are very extensive. The mill is said to be one of the finest in the kingdom. Together with a carpet factory in Glasgow, No. 34, and mill No. 36 in Paisley, also engaged in thread manufacture, this mill represents the highest standard I have met as regards sanitation and general internal appointments. The rooms are lofty and particularly well lit and well ventilated. I observed a feature in the structural arrangements of one of the departments which I have not met with in other factories, and which seems worthy of special notice. In the block in question a large portion of the space is left vacant to form a sort of well, thus is carried upwards throughout the flats, the workrooms in the flats being arranged in galleries round the centre space, thus allowing for ample circulation of fresh air. This arrangement is probably more particularly adapted for large buildings, where economy of space is not an object of first importance. A

plentiful supply of water for drinking purposes is supplied in all the flats, and the lavatory accommodation is in every respect satisfactory.

No children are employed in this mill, the firm being strongly opposed to child labour.

These works were established in the beginning of the century. Very good relations exist between the firm and the workers, one-fourth of the latter have been 25 years in the employ, and a large number have been engaged for 50 or 60 years. A record of the health of the workers showed 37·25 days' sickness per annum distributed among 68 workers. The wages were supplied from the books of the firm are as follows:—

Spinners:—

Minimum, 5s. per week (piece).
Maximum, 11s. " "
Average, 9s. " "

Reelers:—

Minimum, 10s. per week (piece).
Maximum, 19s. 6d. " "
Average, 14s. 11s. 6d., per week (piece).

Revers:—

Minimum, 5s. per week (piece).
Average, 12s. " "

Drawers:—

Average, 9s. per week (time).

Twisters:—

Minimum, 5s. per week (time).
Average, 10s. 6d. " "

Cop winders:—

Minimum, 12s. 6d. per week (piece).
Maximum, 17s. 6d. " "
Average, 15s. 6d. " "

Examsters:—

Average, 12s. 6d. per week (piece).

Warehouse girls:—

Average, 12s. per week (piece).

Store girls:—

Minimum, 10s. per week (time).
Maximum, 12s. " "

Bleachers:—

Minimum, 5s. per week (time).
Maximum, 7s. " "

Bleachers:—

Minimum, 11s. per week (time).
Maximum, 12s. " "

Spoolers:—

Average, 12s. per week (piece).

Spoolers:—

Minimum, 10s. per week (piece).
Maximum, 12s. 6d. " "

Ticketers:—

Minimum, 7s. 6d. per week (piece).
Maximum, 12s. " "

Dolling:—

Minimum, 10s. per week (piece).
Maximum, 12s. " "

Broom-makers:—

Minimum, 10s. per week (piece).
Maximum, 12s. 6d. " "
Average, 10s. 6d. " "

The ages range from 15 years and upwards, half-timers from 10 years.

There are practically no married women in regular employment, as the Company does not approve of their being taken from their families.

The greater number of female employes are engaged on piece-work, their aptitude, dexterity and industry determining their weekly earnings.

Notably beguine and younger workers do not earn wages on a level with those of experience, just as active workers make more money in the same time than those of less arduous habits.

Twisting Department:—The wages in this department run from 12s. to 7s. per week of 56 hours, the ages of workers being from 15 years upwards. Of those employed the average earnings of:—

Three-fifths equals 15s. per week.
One-fourth " 14s. 6d. "
One-tenth " 9s. 6d. "
One-fifth " 8s. "

Finishing Department:—The wages in this department run from 12s. to 7s. per week; ages 14 years and upwards. Of those employed the average earnings of:—

Three-fourths equals about 12s. 6d. per week.
One-eighth " 14s. 6d. "
One-eighth " 10s. "

Spinning Department:—In this department the wages run from 15s. 6d. to 11s. 6d. per week, the ages of workers being 15 years and upwards. Of those employed the average earnings of:—

Two-thirds equals about 14s. per week.
One-third " 12s. "

Time-workers are treated in the same manner as piece-workers, their rate of wages depending on their ability, activity, and attention to duties. The average wages per week of 56 hours for workers 15 years of age and upwards are as follows, viz:—

Twisting Department:—

Of these employed one-third from 10s. to 12s.

" " " one-fourth " 8s. to 12s.

" " " one-fifth " 7s. to 9s.

Half-timers, 10 to 13 years one-third from 2s. to 4s., equal to 4s. to 8s. for a week's work.

Finishing Department:—

Of these employed about three-fourths from 7s. to 12s.

Special workers from 14s. to 15s.

Half-timers " 2s. to 4s., equal to 4s. to 8s. for a week's work.

Spinning Department:—

Of these employed about one-third from 7s. to 10s.

" " " one-third " 11s. to 12s.

Half-timers one-third from 2s. to 4s., equal to 4s. to 8s. for a week's work.

A thorough system of promotion is in operation in the works whereby capable workers benefit, vacancies being filled up by priority, and the higher grades of employment from the lower.

A number of workers who have been long in the service and have become incapacitated through old age, receive pensions.

Every attention is paid to the comfort of workers while engaged at their work, and in places where heat is unavoidable precautionary measures are taken to have the temperature carefully regulated.

The sanitary arrangements connected with the works are on an elaborate and comprehensive scale.

Cleanliness on the part of workers is strongly insisted upon, repeated non-compliance with the rules and regulations relating to which leading to dismissal.

There is a large and well-appointed dining hall in connection with the works where meals of plain and substantial food are supplied to all workers who choose to take advantage of them.

The following is the bill of fare:—

Breakfast	Full-time workers.	Half-timers.
Bacon of pork and milk	1d.	1d.
Cup of tea, bread and butter	1d.	1d.

(a) Age.

(b) Married women.

(c) How employed.

(d) Wages, Piece-workers.

(e) Wages, Time-workers.

(f) Promotion.

(g) Pensions.

(h) Comfort of workers.

(i) Sanitary arrangements.

(j) Dismissal.

(k) Dining hall.

I visited the works of mill No. 36 and the half-timers' school which is attached to them. I have received the following statement from the firm regarding wages and conditions of work here. My visit impressed me very strongly with the excellence of the sanitation and similar matters in these works, and with the unusual amount of attention which is paid to the comfort of the workers generally.

The dining hall, sewing school, recreation ground, and other provisions for the health and well-being of the employes mentioned in the firm's statement were inspected by me on the occasion of my visit, and I am able to corroborate what is said regarding them. I have further verified them by inquiries among the workers themselves, the members of the local trades council, and other persons who are qualified to give information on the subject.

Information regarding FEMALES employed in Mill No. 36,—number of workers, how employed, wages, &c.

The total number of female workers employed ranges from 3,500 to 4,000, of whom between 400 and 500 are half-timers.

(a) Half-timers' school.

(b) Provision for workers' health and comfort.

(c) Number of workers.

ments in a spinning mill, is a trying element in the work for delicate women, and I have observed that the majority of the girls attending the mills are thin and colourless.

The Scotch women spinners are usually a much less intelligent class than the women engaged in the weaving trade, and although both are living in the same district and apparently under the same social conditions, as, for example in the Bridgeton suburb of Glasgow, there is a quite remarkable difference in their appearance and habits, and there is little social intercourse between the two classes of workers. My personal observation of this has been confirmed by opinions taken from operatives in the mills above mentioned and by information supplied from various weavers and others residing in the district. (Witnesses Nos. 1, 64, 65, 67, ch. 87.)

One reason for the distinction may be that weaving being a more highly skilled, and also a cleaner occupation, attracts a better class of workers.

In both mills the same story was repeated to me, namely, that "spinning was on the decrease in Scotland." The same causes are said to operate here as in the weaving trade, i.e., the competition of Lancashire, and the variety of occupation, which draws away the women and prevents the industry from being brought to a high degree of excellence.

On the other hand, it is alleged that Scotch firms have slightly the advantage in the meantime from the fact that spinning with them is the product of women's labour, which is both cheap and unorganised, while in England it is the product of highly organised and protected labour.

I am, Sir,

Your obedient servant,

(Signed) MARGARET HARRISON LEWIS

Read and approved,

(Signed) ELIZA CUMBE.

(c) Social
standard of
workers.

(d) Causes
which op-
erate to the
disadvantage of
women in
cotton-spin-
ning in
Scotland.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS ORME
(ASSISTANT COMMISSIONER)

ON THE

CONDITIONS OF WORK OF BARMAIDS, WAITRESSES, AND
BOOK-KEEPERS EMPLOYED IN HOTELS, RESTAURANTS,
PUBLIC-HOUSES, AND OTHER PLACES
OF REFRESHMENT.

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THE EMPLOYMENT OF WOMEN.

To GEORGE DRAG, Esq., Secretary,
Royal Commission on Labour

8th.

April 13th, 1893

I have the honour to present to you a report on the condition of women employed in the United Kingdom as barmaids, waitresses and book-keepers in places of refreshment.

I have extended the inquiry to women employed in all places of refreshment, whether licensed or not, for the sake of interesting comparison. I have not considered the large class of domestic servants such as house-keepers, cooks, kitchenmaids, laundresses, still-room maids, housemaids and chambermaids employed in hotels and restaurants, although their position differs essentially from that of domestic servants employed in private houses and manses. The subject, however, is too wide for the present report. I have also extended the condition of young women working in the houses of their relatives. They seldom receive money wages, their house is an apartment, and they are under the protection of their parents or of those in place of parents. It is the more necessary to define clearly the classes treated of in this report as many statements recently published relating to so-called "barmaids" refer to kitchenmaids in restaurants, chambermaids in hotels, and to barmaids employed by near relatives.

I have received information from 257 persons, namely—157 women at present or formerly employed so as to come within the scope of this inquiry, 21 women engaged in superintending public-houses or other places of refreshment either as proprietors, managers or as the wives of proprietors or managers, 80 men in the position of employers, and 50 persons acquainted with the conditions of the trade and the conditions of the employees, as for example officials of houses and clubs for girls, police officers, officials of trade organisations, daughters of publicans and promoters of temperance or refreshment companies. These 257 persons have given evidence on the condition of women's employment as barmaids, waitresses and book-keepers in every part of the United Kingdom.

I have visited 51 public-houses, hotels and restaurants licensed to sell intoxicating liquors to be drunk on the premises, 30 railway, theatre and music hall bars similarly licensed and 43 places of refreshment not so licensed. In 37 of the places of employment visited sleeping accommodation was provided either on the premises or elsewhere. The information on this subject given in the tables of reference was either obtained by seeing the rooms or by receiving independent evidence from the girls. I have also visited six institutions for the benefit of working girls, two of which are specially designed for barmaids. Five of these institutions have sleeping accommodation for the members. The tables of reference give 151 places visited, of which eight were hotels with railway bars under the same management. The places visited were situated in London, and in large towns in the south of England, in the north of England, in Scotland and in Ireland. The towns were selected as types and included seaports, military stations, holiday resorts and commercial and manufacturing centres. I do not specify these names as the girls giving evidence were in some cases most anxious to avoid identification.

It is difficult to make even an approximate estimate of the number of women engaged as barmaids, waitresses and book-keepers in the various places of refreshment in the United Kingdom. It is the habit of licensed victuallers to enter the barman and barmaid who live on the premises as "domestic servants" for the census. Many waitresses live in lodgings or with their parents, and hence are not included in the census return made by their employers. The trade organisations of the licensed victuallers are not often possessed of information as to which houses within their district employ barmaids, and they do not distinguish between those who are engaged for fixed wages and those who are working for relatives. I find from careful inquiry that barmaids are more numerous in London than in any other part of the Kingdom, even in proportion to the number of houses, and that even in London in the roughest class of public-houses they are being replaced by barmen. In Ireland they are only employed in hotels, and more frequently as book-keepers than as barmaids. The American system prevails of intoxicating liquors being served to customers by men only. In England, in beer-houses

barmaids are scarcely ever found even in London. The law in England requires that the person licensed to sell beer shall be the real resident holder and occupier of the beer-house and the business is generally managed by himself and family. In fully licensed houses there is a marked difference between London and the provinces. In Portsmouth the Licensed Victuallers' trade association state that barmaids are employed in only 10 per cent of the houses. In Plymouth the trade association report about 90 barmaids employed in 600 houses. In Glasgow a careful return was prepared by the secretary of the trade associations, showing 331 women employed in 27 hotels, restaurants, and public houses in serving customers to customers. This total includes waitresses, and is believed to comprise the whole number of women so employed in licensed houses in Glasgow except those who are related to the proprietors. In Edinburgh the officials of the trade organisation expressed the opinion that very few Scotch girls are engaged in the occupation. The barmaids are generally English. In the Edinburgh hotels, however, I found some Scotch girls and some of the proprietors evinced a strong prejudice against those they described as "the London barmaid." All the Edinburgh witnesses agreed that very few barmaids are employed in Scotland except in hotels, restaurants, and railway bars. In the north of England it is quite against the practice of the trade to employ barmaids in rough houses. Their presence would not be liked by the customers. I verified this statement, which was made by all the witnesses representing the trade, by visiting several houses situated near docks and in the "dock quarters" of the towns I was in. In no case did I find even a female relative of the proprietor serving in rough bars. Several barmen and managers of public-houses and domestic servants employed in cooking told me that barmaids would be quite unsuitable. (See Tables of Reference Nos. 32, 41, 52, 53, 54, 101, and 105.)

In London in two of the largest public-houses in the East End (Nos. 150, 151) the system is to have several bars for different classes of customers. The third class bar is served entirely by men, barmaids and the wife of the proprietor or manager being employed in the saloon and second class bars. I visited both these houses at a time of day when they were crowded with customers, and had the opportunity of observing the barmaids at their work. The bars are very large and well-ventilated and the counters being broad there is a good distance between the barmaid and the customers. Very strict rules prevail against "meeting" or even conversation with the customers. In No. 151 the daughters of the manager are employed. In both houses the men and his wife are constantly present and exercise careful supervision.

In the South-east district of London comprising Greenwich, Woolwich, Deptford, and environs, I have been able to obtain statistics as to the number of women employed in licensed houses.

TABLE showing the number of BEER-HOUSES and PUBLIC-HOUSES as compared with the number of BARMAIDS employed in a district in the SOUTH-EAST of LONDON.

Districts	No. of Beer-Houses	No. of Public-Houses	Total No. of Licensed Houses	No. of Barmaids, the number of whom are related to the Proprietors	No. of Barmaids not related to the Proprietors	Percentage of Barmaids related to the Proprietors
Deptford	49	102	146	18	76	71.45
Woolwich and Deptford	54	96	150	30	72	75
Greenwich	87	100	187	41	64	64.17
Bevington, including Lee, Erith, Sidcup, and East Creek, Gideahead, Farningham, Erith, Ince, Shooter's Hill	91	128	219	71	86	44.75
The whole district	332	426	758	230	594	49.86

B b 3

The
Barmaid
gave us
Witness.

The column giving the percentage of barmaids to public-houses is probably the most correct indication of the number of houses in which barmaids are employed since, for the reasons already stated, it is very rare for barmaids to be employed in beer-houses at all. On the other hand, in this return no distinction has been made between barmaids and relatives serving in the bar, so that in a few instances daughters of the proprietors of beer-houses may be included in the number of barmaids. Whichever competition is taken the proportion of barmaids to licensed houses is very much larger in this district than in any place about which I have obtained statistics outside London and its environs.

Taking what are considered by persons well acquainted with the neighbourhood to be the lowest prices of Deptford and Woolwich, I find that there are 48 licensed houses, in only two of which women not related to the employer serve as barmaids. In these two houses four barmaids are employed.

In opposition to this evidence, which supports the views of those connected with the trade, I have heard from five barmaids of rough places which they say they have been in.

No. 15 is a married woman, who has remained in the bar under an assumed name since it is contrary to the custom of the trade to employ married women as barmaids. She says her first place was in the East End, where the customers were poor and ill-behaved. They used bad language and frequently fought. Her next place was unsuitable as to food and lodging, but the customers were respectable. She stayed three months only. She left her third situation after two days in consequence of attempted familiarity on the part of her employer. She then took a place in the City, where the customers were of a low class, using bad language and subjecting her to insults. Disreputable women frequented the bar, and made it, by their conduct, unbearable for respectable persons to be present. Her orders were "to take no notice," and to continue to serve customers until they were incapable of standing. As this is a typical case, it is worth while to consider how far such evidence may be relied upon. In her first place, rough as it was, No. 15 said she was required to wear a neat black dress with white collar and cuffs. The master and mistress were always in the bar, and the barmaids were strictly prohibited from drinking with the customers. This suggests a well-regulated house rather than such a one as the witness complained of. She stated her hours to have been very long in all her places. In two of these, in the East and North of London, she spoke of working up for an hour and a half after the bar closed on Saturday night, although there was another barmaid to help, and a period of 3 hours and 10 minutes was allotted for the same purpose before opening on Sunday afternoon. The food she described as "pretty fair" in one place and as "excellent" in another, and she took three glasses of stout a day with her meals. Yet she insisted upon it that only an interval of two or at most, ten minutes, was allowed for each meal. During 27 months she left five places, and was in bad health during the whole time. She appeared to me to be entirely unaccustomed for the occupation. The 11th and 14th sections of the Licensing Act, 1872, are probably not known to those who believe that the owners of valuable licensed houses allow drunken customers to be served or disreputable women to hang about in the bar. The sections are as follows:—

- 13.—If any licensed person permits drunkenness or any violent, quarrelsome, or riotous conduct to take place on his premises, or sells any intoxicating liquor to any drunken person, he shall be liable to a penalty, &c.
- 14.—If any licensed person knowingly permits his premises to be the habitual resort of or place of meeting of reputed prostitutes, whether the object of these so resorting or meeting is, or is not, prostitution, he shall, if he allow them to remain therein longer than is necessary for the purpose of obtaining reasonable refreshment, be liable to a penalty, &c.

Under the 13th section of the Licensing Act, 1874, convictions under the sections quoted above may be ordered by the Court to be recorded on the licensee.

Further, by the 16th section of the Licensing Act, 1874, "any constable may for the purpose of preventing or detecting the violation of any of the provisions of the principal Act (i.e., the Licensing Act, 1872), or this Act, which it is his duty to enforce as

"all times, enter on any licensed premises" and "every person who by himself, or by any person in his employ, or acting by his direction, or with his consent, refuses or fails to admit any constable in the execution of his duty demanding to enter in pursuance of this section shall be liable to a penalty not exceeding, for the first offence, 5s., and not exceeding, for the second and every subsequent offence, 10s." It is also to be remembered that when two offences have been recorded on the license and another of the kind directed by the Act to be recorded is committed, the license is forfeited and the publican is disqualified for five years from holding another. The provisions, unless the Court otherwise orders, are also disqualified from being licensed again for two years.

The other witnesses from whom I heard of rough and disreputable houses were Nos. 10, 15, 20, 31, and 34. No. 10 is a single woman, No. 16 in several instances. She is a married woman, who has continued her occupation as barmaid under an assumed name. During about seven years she has been in eight places, and left two of these on account of her employer's immoral conduct. No. 25 complained of the low class of persons frequenting a public-house near a prison, but she said it was not permitted to serve those who had had enough. No. 20 complained of the disreputable women who used the public-house at which she had her first engagement. The witness appeared to me to have been drinking when I saw her, and I could not collect much information worth having. She said she was desirous of finding some other kind of employment. Witness 21 complained of the bad language and the presence of low women in a public-house at the West End. Witness 22 complained of the language used by sailors and draymen at a public-house in the East End.

Witness No. 24, a man connected with the trade and possessing long and intimate acquaintance with London public-houses, thinks that, except in the West End restaurants, the chief reason for employing barmaids is for economy, and believes that any licensed victualler who can afford the expense of a barman would prefer to have one. On the other hand, No. 27, a publican with nearly 30 years' experience of the East End of London, says he employs barmaids in preference to barmen, because with greater tact they manage customers without any quarrel. Yet even this witness agreed that barmaids were useless in the roughest houses. Witness No. 28, a publican of large experience in London and the home counties, says he prefers barmaids even in the poorest neighbourhoods, and employed them for years in a public-house in the New Out. The customers were of a rough class, but behaved themselves, and he considered the house was well conducted.

Sixty-three of the barmaids and waitresses seen, who have served in licensed houses, have made no complaints of being in rough places.

Hours.

In estimating the hours during which barmaids, waitresses and book-keepers work, I have concluded their meal-times unless I have had reason to believe that they take their meals without sitting down. The time allowed for dressing is also excluded. It is not intended to suggest that a reasonable time for meals and the hour or so necessary for dressing after the early morning work is done are not properly part of the working day, but as the chief complaint of barmaids and waitresses is the fatigue of standing, it seems best to calculate as nearly as possible the number of hours during which they are serving in the bar. This estimate of meal-times must be remembered in comparing the hours given in this report with those allowed by law to be worked in factories and workshops and by young people employed as shop assistants.

According to the present law, ordinary licensed houses may remain open during the following hours:—

In London, from 5 a.m. to midnight on Saturday. From 5 a.m. to 12-30 a.m. on other weekdays. From 1 p.m. to 5 p.m. and from 6 p.m. to 11 p.m. on Sunday, or a total of 128½ hours per week.

In the suburbs of London and in towns and populous places in England, from 5 a.m. to 11 p.m. on weekdays. From 12-30 p.m. to 2-30 p.m. for sometimes instead from 1 p.m. to 3 p.m., and from 6 p.m. to 10 p.m. on Sunday, or a total of 108 hours per week.

The
Barmaid
gave us
Witness.

Exclusion of
meal times,
dressing
hours, &c.

Hours in
which
licensed
houses may
remain open.

In other parts of England from 8 a.m. to 10 p.m. on week-days. From 12.30 p.m. to 2.30 p.m., and from 6 p.m. to 10 p.m. on Sunday, or a total of 192 hours per week.

In Scotland, Wales, and, in the case of six day houses, in England, the houses are closed from Saturday night until Monday morning. There are no few houses in Ireland that the hours there are unimportant for this inquiry.

Some houses situated near markets or other places where people are following a lawful trade or calling may be permitted by the local authority to open during special hours for the public convenience (Licensing Act, 1872, Section 20). The servants, attendants, and actors of a theatre may be accommodated in this manner, but not the general public attending the theatre (Licensing Act, 1874, Section 4). The other important exceptions to the rules of closing are in cases of hotel-like travellers and lodges. Unless a house has only a six-day house, in which case they cannot be served on Sunday, hotel-like travellers may be served at any time. Those lodging in a house, i.e., the visitors in a hotel, can be served at any time. The sale of intoxicating liquor at a railway station is permitted at any time to persons arriving at or departing from the station (Licensing Act, 1874, Section 10). The hours of market houses and others of the same kind are not generally longer than those in ordinary houses because if they open only they close early, as, for example, a public-house near Billingsgate, where witness No. 17 was employed as barmaid. Her hours, including rest, meals, and dressing, were from 4 a.m. to 4 p.m., after which time she could go to bed as soon as the flood. So with the bar in a theatre kept open late for the use of the performers. It may not be closed until 2 a.m., but does not open until 7 p.m. making only 62 hours per week (Nov. 22, 62, in Tables of Reference). In hotels and railway bars the hours are unlimited except by the will of the employer. The usual plan in hotels is to leave what is likely to be asked for after the bar closes in charge of a night porter. In railway bars several relays of barmaids are employed. In some cases the same girls always take the same班次, as the employers consider they sleep better under this system. More frequently they change the hours from week to week, taking night-work about once in three weeks. In a large railway hotel and restaurant (No. 72) each barmaid takes the early time only once in six weeks. In a small railway bar where only one barmaid is employed, the servant who cleans the bar and cooks the food relieves the barmaid during the hours when business is slack (Tables of Reference No. 118).

The following instances of long hours have been furnished to me by barmaids and managers:

Witness No. 16, already referred to, is the wife of a publican who has failed in trade. She was for one season at an hotel at a crowded watering place on the South coast. Her wages were 15s a week and she received substantial gifts from visitors, but the hours were so long that she never attempted to return after the season. Her work was normally from 7 a.m. to 10 p.m., when her bar closed, but visitors in the hotel had sometimes to be served until 2 a.m. The food was good and varied, and was served neatly. She could order it when she liked and sit down in her bar with eating it. She had a small bedroom to herself. There was no time off on weekdays or Sundays, and if ever she took a walk it had to be before 7 in the morning.

Another similar case was given by witness No. 12, who has been a barmaid for fifteen years, generally in towns in the North of England. For two seasons she worked at a seaside hotel, receiving wages at the rate of 25s a year, with a shilling a week, extra for washing. Her hours were from 9 a.m. to two o'clock the next morning, with one hour off for dressing. One hour in the day would be the least allowed for dinner, tea, and supper, which meals were taken in a dining room. The hours were the same on Sunday and no holidays were allowed. This makes a total of 168 hours a day per week. In an hotel in the north of England she gave her hours at 164 per week.

I had no opportunity for testing the accuracy of these accounts as they all related to some time back, but it is clear from evidence received from persons with wide experience that at seven houses very long hours and hard conditions are put up for the sake of exceptionally large earnings. The girls of holiday makers are more generous than those of persons engaged in business and far exceed the salary of the barmaid. No. 10 told me it was no unusual thing when a family was leaving the hotel for the gentleman to give her 10s

when he paid his bill. If this extra money was saved so that a proper period of rest and recreation might succeed the overwork of the summer months, the management would be no worse than many others motivated by the exigencies of trade. There is no evidence of such things being practised as far as I know. No. 10 spent her earnings in paying the debts of her husband, and No. 12 after her second season management drifted to London where she sought a situation for a long time, until her money was so low that she was obliged to take a very poorly paid place in a public house. Several witnesses in Scotland said great stress on the advisability of some agency through which girls who have done good pay in the summer season could be looked after through the winter months.

Passing from these exceptional cases, I saw one hotel on the south coast (No. 192) where the normal hours for the two barmaids were from seven to seven in winter and from six to eleven in summer. The management (No. 194) had had twenty years' experience and evidently treats the girls with great consideration and keeps them in her service a long time. There was no appearance of ill-health or overstrain, and they both said they relished each other when business was slack, and got plenty of fresh air. This is the kind of place where it is impossible to estimate the number of hours at all accurately.

Witness No. 86 is now married. She has had thirty years' experience as a barmaid in the North of England in three hotels and restaurants, but always under the same employers, who treated her as a member of their family. She got up early if visitors were leaving, or their gratuities were her perquisite. She was expected to stay up later than the other two barmaids, who were younger and less trusted than herself. As a rule she began work between 6.30 and 7, having breakfast and doing cooking and cleaning until 11.30 a.m. She then dressed and attended in the bar until dinner at 4 p.m. After dinner she was in the bar again until 10.30, when she had supper. There was little to do after closing at 11 o'clock, except in the winter season, when she was frequently up until 3 a.m. I visited her in her home, which is extremely comfortable. She and her husband keep a stationer's shop. The sitting room was well furnished, and there was an air of comfort throughout the home. There was no doubt that she had saved part of her thirty years' earnings, and in spite of occasional hard work had preserved good health and a very pleasing appearance.

Another case of over-strict hours a week I met with in a family hotel in the South of England (113). The proprietor (207) and he employed three barmaids, whose hours were from 7 or 8 a.m. to 11 p.m. Three quarters of an hour was allowed in the middle of the morning for dressing, and a quarter of an hour for dinner. They all took tea and supper in the bar. Every third Sunday they had from 11.30 a.m. to 9 p.m. free, and on one day in the week from 2 p.m. to 6 p.m. This proprietor said he could not prevent customers from treating the barmaids, and should expect the girls to drink what was offered for fear of their giving offence by refusing. He paid a uniform wage of 16s a year with no allowance for washing. The girls, of whom I saw two, looked tired, but were quiet in dress and manner, and seemed to think they were comfortable. One of them said she felt sure they would be well served if they fell ill, and she should not hesitate to ask for a rest if she were knocked up. I could not hear, however, of any occasion on which they have been allowed such extra rest.

In another hotel (114) in the same town, the proprietor (208) and one of the barmaids (209) whom I saw afterwards alone, gave me a total of 89 hours a week. Her hours on weekdays are from 8 a.m. to 11 p.m., with three quarters of an hour during the morning for dressing and a quarter of an hour for dinner. One afternoon (2 hours) a week is free. On alternate Sundays she is on duty from 8 a.m. to 9 a.m. to 11 a.m. Every Sunday she is on duty from mid-day to 2.30 p.m. In the evening she is in the bar from 6 p.m. to 10 p.m. except on every third Sunday, when she is free from 2.30 p.m. to 9 p.m., returning for the last hour before the bar closes. The witness (209) had been previously at the hotel mentioned above (113), but preferred her present place, as the food was better. She received the same wages as before, 16s a year, with no allowance for washing, and complained of the expense of dress. She is a total abstemious, and says that this enables her to decline being treated by the customers without giving any offence. She looked in better health than either of the girls at the other hotel (No. 113).

Two
Employ-
ment of
women in
hotels

In another hotel (No. 129) in the same town, the hours are unusually short. Two barmaids are employed, and as members of the proprietors' family help, only one need be in the bar at a time. The following are the hours of the girl I saw (8 a.m. to 2 p.m. and 7 p.m. to 11 p.m. on weekdays. On alternate Sundays 2 p.m. to 9 p.m. and 2.30 p.m. to 7 p.m. free, and one evening in the week free. This arrangement comes to 10 hours on weekdays and an average of 8½ on Sundays. Making a deduction of four hours for the free evenings, we have 6½ hours per week. The barmaids have been in this place eight years. They are not distant persons and the customers are not allowed to offer to treat them. The bar was roomy and comfortable, with plenty of seats behind the counter. I noticed a book and some needlework lying on one seat, and the proprietor said the girls often had time for reading and working when business was quiet.

Hours in
temperance
hotels.

The hours during which barmaids are on duty in temperance hotels vary very little from those in the best licensed houses. No. 40 is a large temperance hotel in the North, containing 175 bedrooms. The girl who is employed to serve customers is not called a barmaid, but her duties are much the same as those of barmaids, except that she never serves intoxicating liquors. Her hours are from 8 a.m. to 11 p.m. with occasional extra time when visitors leave early or come in by late trains. Every alternate Sunday is free. Allowing for meals, dressing time and rest, I think this girl is on duty about 5½ hours per week, without counting extra time. This extra time, whether early or late is simply paid for by the proprietors of the house, and the girls do not grumble at it at all.

Witness No. 1 is now engaged in a large temperance hotel as book-keeper. She began life as a waitress, and was for some time book-keeper in a large company hotel where she disapproved of the conduct of the managers and barmaids. In her present place she feels most comfortable, but made several suggestions as to the objectionable behaviour of the barmaids with waiters and customers even here. She said her own hours as book-keeper were from 8 a.m. to 10 p.m., with either Saturday or Sunday free. This makes, after deducting meals and rest, about 8½ hours per week. She is able to sit in her office and rest when business is quiet. The girl waiting in the smoke-room has shorter hours but less opportunity for sitting down. I visited two small hotels belonging to the Bradford Coffee Tavern Company. I could not get exact information as to the hours of the women employed in them, but those I saw did not seem overworked. The hotels are very homelike, and are used by ministers attending Nonconformist conferences, as well as by commercial travellers who are total abstemious. In Liverpool the British Workmen's Public House Company has a very good hotel of the same kind. The managers said the hours were about one day including meals, with very little to do on Sundays.

Hours in
restaurants
and eating
houses.

There are different classes of restaurants and bars, which differ from one another very widely in the matter of hours. Some are only open during the working hours of the day, roughly speaking from 8 a.m. to 8 p.m. This class includes the majority of the luncheon bars used by men of business, and also the shops of some of the large temperance firms. The Aerated Bread Company, Limited, which has 70 depôts in London, keeps one open later than 8 p.m., and the Cork Refinement Company closes all its shops at 7.30 p.m. The Chairman of this Company considers that people away from home in the evening are inclined to patronise a temperance refreshment room. Many coffee taverns, however, vie with public-houses in evening trade.

Hours in
theatre
bars.

The shortest hours are those during which barmaids serve in theatres and music halls. The rush of work is considerable for an hour or so, and the strain is more noticeable from the bad ventilation. During the day there is nothing to do, unless the barmaids engage to take it in turn to close the bar, and even at night there are long intervals of rest whilst the performance is going on, the girls being generally allowed to look in if there is anything fresh on the stage. It is only between the acts, and occasionally in one bar for the use of the performers for a short time after the piece is over, that there is hard work for the barmaids. The pay is small, and in some towns the barmaids regard it as only a supplement to regular wages. The hours in such a case are very wearing, as a girl may work elsewhere from 8 a.m. to 2 p.m. and then, without sufficient interval

for rest or proper food, wait in a theatre bar until midnight.

Witness No. 87 is a married woman, and a well-known barmaid in a large theatre (No. 32) in the North of England. Before marriage she used to work in business during the day, and all the other barmaids with her do so now. Her home is exceptionally large, as she serves with the manager and his wife in the last bar, which is kept open until 2 a.m. for the use of the professionals. All the barmaids begin at 7 p.m., and the others leave when the performance is over. This place is underground and very hot with gas and tobacco smoke. The witness is paid 12 a week, and her duties include closing the bar on two days in the week. She has no food or drink from her employers except what she buys at the ordinary costed places. Allowing two hours for cleaning the bar, which is a very large one, her home is 40 a week. Those of the other girls are 34 a week. It must be remembered that this work is sometimes added to a long day behind a desk or counter.

A much more favourable case of the same employment I found in a large theatre in the South of England (No. 62). Here the refreshment contractor is helped by his wife (Witness 143) and her two sisters, and employs also three barmaids and a barmaid. The sisters are paid money wages, and work for the same hours and under the same conditions as the third barmaid. The hours are from 7 p.m. to 10 p.m., say their work being confined to one bar which the contractor and his wife manage themselves. The girls have to cleaning to do, as a woman is paid for the purpose in a week. The barmaids have other occupations during the day, but not the girls who receive 34 a week for their 18 hours' work. The bars in this theatre are all above ground, large, and well ventilated. I visited them in the evening, during a performance, and spoke to two of the barmaids who seemed to be in good health and not overworked. The contractor and his wife (Witness No. 143) are persons of many years' experience in this branch of the trade.

In a large music hall in the South of England (No. 109), where I saw separately the managers (No. 202) and one of the barmaids (No. 303) the conditions are different, as afternoon performances necessitate the bar being open early. Seven girls are employed under the management. Two are on duty from 10.30 a.m. to 1 p.m., returning to their own homes to dinner and having an interval of rest. Twelve on duty from 11 a.m. to 2 p.m., returning home for dinner and rest. The others take the remainder of the afternoon, so that all have some rest in the afternoon in preparation for evening work. Tea is provided for the whole staff, and there is a rush of work from 9 to 11 p.m., all leave at 11.15 p.m. Witness 302 explained that the girls took turns for the early and late hours. The wages vary according to what experience the girls can bring. No. 303 was suffering from a bad cough, and said the heat and tobacco smoke in the evening affected her health. She had had many years' experience under two large railway refreshment companies, and expressed her intention of returning to employment of that kind. The girls on her present staff were very steady, and she had never allowed any training. She adopted the plan of keeping a collecting box for a local hospital in each bar, and it was the custom for any one who said bad language to put in a penny. She considered it would be impossible to keep a girl given to intemperance.

The following are instances of long hours in railway bars—

Witness No. 19 began as a barmaid at fourteen years of age, but left the occupation for domestic service six years ago. She describes herself as being thirty-four years of age, but looks considerably older, and has evidently suffered from bad health. Her second engagement was at the refreshment stall of a London railway terminus, kept by a private contractor. She went thirteen years of age, and stayed four years at 18s. a week with board and lodging. She gave her hours as from 7 a.m. to 10 a.m., according to the day of the week until midnight, making 9½ hours per week after allowance for meals and dressing. Her holidays were irregular, and she took no account of them in this calculation. She gave her hours of work as 16 a week at a large railway terminus hotel in London, where she afterwards went as barmaid (No. 73). I afterwards saw her employer (No. 206). Whilst speaking highly of the character of most of the girls he had employed, he told me of one who had paid for intemperance who had been altogether unsatisfactory. The circumstances of her employment and the approximate date of the engage-

Two
Hotels in
North of
England

Example
Long hours
in railway
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are far less comfortably managed, and the barmaids are sometimes expected to take their food hurriedly in a room adjoining the bar. All the London barmaids I have seen employed in public-houses have a period for rest in the afternoon, which they frequently employ in walking out. Their busiest time is often after tea, when all hands are required to assist. They go to bed at all hours from 10 to 1 o'clock according to the press of business and the humanity of their employers.

The following cases are among the highest estimates of hours I have come across for public-houses:—

Witness 8 told me she was 22 and had had six years' experience as barmaid. Her first place was in a public-house in the east of London, where she served for a month without salary and then had 5s. a week. Her hours were from 8 a.m. to 12.30 at night, and she declared she was never in bed until half past one in the morning. During that long spell she had 20 minutes for dressing, 20 minutes for dinner, an hour and a half for rest or a walk in the afternoon, and 20 minutes for tea. She maintained that no deductions should be made for shorter hours on Sundays or for occasional holidays or half-holidays in this calculation, as that her actual period of work according to her account amounted to 105 hours per week. She only stayed in this place a few months and was evidently more a domestic drudge than an ordinary barmaid. She described the place as a hotel, but on inquiry I found it to be an ordinary public-house. Her next place was in a public-house which she described as a tavern in the East end. Her salary was still 5s. a week, and the proprietor and his wife with two daughters resided in the basement and employed besides witness No. 8 two barmaids and a cook. I think it probable she was still in the position of maid-of-all-work rather than that of a barmaid. She had only been in service a few months and was under 17 years of age. She gave her hours in this place as from 5.5 a.m. to 11.30 p.m. with two hours' rest. She had one weekday a month and on Sunday was free from 3 p.m. to 6 p.m., and on every third Sunday to 8 p.m. We may deduct one hour for meals per day and add only the Sunday work as averaging 6½ hours. This gives a total of 90½ hours a week after deducting the monthly holiday. This witness could not remember how long she stayed in this place, but said she had had several good illnesses after leaving it, about which she did not desire to give any particulars. She then went to a public-house in Essex, where she only stayed one month in consequence of bad food. She reported her hours in this place to have been from 6 a.m. to midnight, with 20 minutes' interval for dressing, 1½ hour for rest, and irregular times for meals. This amounts to about 15 hours a day, and with 6 hours for Sunday makes 96 per week. When I saw her she was barmaid at a public-house in the East end, which she considered comfortable. She said her hours were from 8 a.m. until 1 the next morning, with rest and time for meals. She could not exactly fix the amount of this off time, but it was enough. Taking three hours as a reasonable estimate, this will give us 16 hours a day, or 84 hours a week, in addition to Sunday work.

Witness No. 9, the daughter of a publican, began by trying two places in the suburbs of London, in neither of which she stayed more than a few months. She next tried a public-house in the neighbourhood of Walsworth, where she worked from 5 a.m. until 12.45 the next morning with five hours' rest every other day. She described the proprietor as a drunkard. His wife was dead, and the house was badly managed. She only stayed a couple of months. Allowing an hour for meals and seven hours for Sunday, she worked 104½ hours a week. She has been in several places since, and is now serving at a railway bar. She said she had never had to compell of the hours in any place "except where there was no body to look after things."

Witness 13 is a married woman who is no longer in the trade. She says she has always worked for respectable employers and considers barmaids are too sharply watched to have opportunity to drink. Their grievance is really the long hours of standing, which in her case brought on various pains. The treatment she gave of long hours was as follows:—In the City she was in a public-house open from 7 a.m. till 11.30 p.m. During that time she was allowed half an hour to dress and one hour for rest. Her meals were very comfortable and were taken with the family. There was scarcely anything to do on Sunday. She stayed two years. Allowing one hour for meals and adding nothing for Sunday work this witness worked 88 hours per week.

In a very large public-house in the neighbourhood of Trafalgar Square, which she described as extremely well managed, the hours were from 6 a.m. to midnight. She mentioned no time for rest, but from the barmaids now employed in the same house and from old customers who have known the place for years, I learn that never less than 1½ hours is given in the afternoon and half an hour to dress in the middle of the morning. An hour may be allowed for meals, so the girls invariably sit down at the family table. Witness 15 gave her Sunday work as six hours, making a total of 96 hours a week.

Her third instance was a public-house in the West End chiefly frequented by gentlemen's servants. This house closed at 12.30 on weekdays and at 12 on Saturdays, but she described her work as ending on ordinary days at 12 and continuing on Saturday night until nearly three o'clock on Sunday morning. Her work did not begin until about 11 a.m. and she reckoned rough average of about 70 hours a week. This witness impressed me as being respectable and temperate and very anxious to be accurate. She called upon me voluntarily to correct an unintentional error in her first statement and helped me to elicit other witnesses.

Witness 6 has already been quoted as giving the hours in a railway bar at a much higher figure than that furnished by three other persons likely to be correct. Her evidence must therefore be taken with caution. She was barmaid when I saw her at a large public-house in a busy thoroughfare in South London. She gave her hours as from 7 a.m. to 12.30 at night, with cleaning to do afterwards. The meals are unspecial, and only 10 minutes allowed for each. She has a half-holiday, 5 a.m. from 3 p.m. to 12.30 once a month and one Sunday a month entirely free. As she allowed nothing for dressing time, which is necessary in such a place and during so long a day, we may set off the extra time expended for cleaning. Her hours then amount to 16½ hours on a weekday. Taking her Sunday work as from 12 to 3 p.m. and from 6 to 11 p.m. on three Sundays in a month and deducting the monthly half holiday, we have an average of nearly 108 hours per week. From my knowledge of this witness and from what I have seen of several houses similar to the one she is in, I think it likely that she has rest in the quiet part of the afternoon, which would reduce this estimate to 94 or perhaps 91 hours a week. She informed me that she could take what she liked in the bar, that spirits were generally taken in preference, and that she was always given spirits before going to bed. She is the daughter of a publican, and has been a London barmaid for fourteen years.

Witness No. 3 was for less than a year in a public house near Holborn. She gave her hours as from 6 a.m. to one the next morning, with two and a half hours for rest and dressing. On Sunday she worked an average seven hours. Deducting an hour a day for meals on weekdays, the total is 100 hours a week.

She described another situation in a public house near Islington, where she only stayed a month or so. She gave her hours as from 7 a.m. till two o'clock the next morning, saying meal-times and intervals of rest were too irregular to reckon. I have since heard from other witnesses acquainted with the two other barmaids employed at this public-house that the three barmaids and the publican robbers one another during the hours mentioned.

This witness is a very unfortunate example of the sort of woman quite omitted to her conception. She is the daughter of a publican, and has been moving from place to place since her parents' death about ten years ago. She told me of six places she had been in, three of which she left without notice, and of a fourth from which she was dismissed without notice. The reasons she gave were numerous, but it was evident that she had neither judgment to choose a good situation, nor method and strength of mind to keep one if she happened to fall into it.

Witness No. 17 is the daughter of a publican. She tried domestic service and "thought she would like the bar better." At the time she gave her evidence she had had about four years' experience in four places, and was then about to be married. In one place, a public-house in the City, she gave the hours as from 9 a.m. to 12.30 at night, with one hour's rest. She said she frequently worked from 6 a.m. Sunday work averaged 44 hours. Deducting an hour for meals on weekdays and disregarding the occasional only hours, the total is 82½ hours a week. It is difficult to believe that no time for dressing was allowed.

At a public-house in the South-west of London her hours were from 5 a.m. till midnight, with intervals

amounting to a little over 4 hours for meals, rest, and dressing. This amounts to 47 hours a week, reckoning an average Sunday of 7 hours.

A statement has been made by several witnesses, Nos. 5, 12, 14, 16, 18, 22, that after the bar closed in London public houses in which they have served they were expected to remain up for some considerable time for the purpose of washing the glasses and cleaning the bar. I have never found that this is the habit in any public house I have visited, except that on Saturday night when the bar closes earlier than usual the cleaning is done in order to leave the Sunday morning free. Witnesses 259 and 260, two barmaids in a large public house in Clerkenwell, and that they had never heard of late work being allowed. Their employer liked to turn the lights out and see everything looked up as early as possible. Witness 274, a barmaid in one of the largest public houses in the East End has had 11 years' experience in three London places. She never heard of work being allowed after closing time. Even on Saturday all was done by the time the house was locked up. Eleven publichouses (Nos. 241, 251, 254, 258, 268, 281, 284, 297, 271, 272, 284), six of whom were corroborated by their wives (Nos. 263, 266, 262, 255, 273, 285), and all having practical experience of the London trade, denied the possibility of late work in any, but very badly managed houses. The six witnesses last mentioned were all barmaids and managers before marriage, and they said they never knew late cleaning allowed in any public house in which they ever served. They considered any respectable publican puts out the lights and locks upon all under his roof doing the same directly the legal hour for closing arrives. These witnesses concurred in saying that some years ago the bars used to be cleaned by the barmaids on Sunday before dinner time. Now the general custom is for the girls to do as they like until half past twelve, which is the Sunday dinner hour. They sit up until half past twelve on Saturday night to do the necessary cleaning. It is very usual for the girls to leave breakfast in bed on Sunday morning. A large public house near Charing Cross (No. 146) coffee and lunch is sent up to them, but one (No. 268), a Russian Canteen, always gets up to attend Miss. In one of the cases of late hours complained of by witness No. 14, who said she was kept up until after night at a public house near Charing Cross until 2 a.m., I have ascertained from several persons who have known the house for years that the lights are put out at a few minutes after 12.40, and that it is impossible for persons to be working after that hour on the ground floor. No. 13 was a barmaid at the same house under the same proprietor as No. 14, and she never heard of staying up after closing time.

A large public house at the East End (No. 156), the house for barmaids sits from 9 a.m. to 12.30 at night, with 14 hours for meals and 24 for dressing and rest. On Saturday night the house closes at midnight, and half an hour is spent in cleaning so that the servants have nothing to do on Sunday morning. Witness 270 said she had never heard of cleaning late after the bar closed except for a short time on Saturday, which was a plan lately adopted at the desire of the servants. Her barmaids very frequently stayed in bed for their breakfast on Sunday morning, coming down at 12.30 to dinner. They are in the bar from 1 p.m. to 3 p.m., and rest alternately from 3 to 5 p.m., and from 5 to 8 p.m. Their monthly holiday is the entire day. This gives 72 hours a week on the average. They are not obliged to go out on holidays, but can rest if they prefer it and have their meals at home, and they are never refused an evening in the week. After one year's service they have a week in summer time, after two years' service two weeks, and so on, drawing the line after one month.

At a large public house in the East End of London (161), chiefly used by dockers and sailors, the barmaids take it in turns to come on at 6 and 8 in the morning. The house closes at 11 at night, and barmaids are very slack in the evening, so that they have made behind the bar and can take a book or needlework if they like. During the day they have from an hour and twenty minutes to two hours for their meals, two hours' rest and 4-hour for dressing. The barmaid last named (Witness 274) said the meals took quite two hours, and she always had an hour to dress. One week each girl has one evening free from 6 p.m. to 11 p.m. and the next week from Saturday at 6 p.m. to Sunday night. Thus alternate Sundays are entirely free. On alternate Sundays they are in the bar from 1 to 3 p.m. This makes 22 hours per week if we take the evidence of the barmaid as to rest and meal time, or 27 hours per week if we take her mistress's estimate.

In a large tavern in the South of London (No. 148), where one barmaid (No. 256) and several barmaids are kept, the hours for the former are as follows. At 7 a.m. she goes into the bar, chiefly for dusting. Breakfast is at about 7.30 a.m., and she then has half an hour for dressing and returns to work before 8.30. Lunch is at 10.30 and dinner about one o'clock. She has a cup of tea early in the afternoon and 24 hours' rest during the afternoon. Tea at 5 o'clock and supper at night. She goes to bed a few minutes after half-past twelve, that is to say, immediately the bar closes on ordinary nights, and on Saturday half an hour after to do half an hour's cleaning. On Sunday morning breakfast is on the table until ten o'clock. If she is late she can have only tea and bread and butter. Dinner is a little after noon, and she begins work in the bar at 12.45. Her hours on Sunday are from 12.45 to 3 p.m., and from 6 to 11 p.m., with one Sunday a month entirely free. She has also one weekday in the month free and a week or more days about August. She told me she had just been offered a fortnight for Easter holidays by her employers, but had preferred to wait until the summer. I reckon her hours at 72 per week, giving 24 hours for rest, 21 hours for the five meals, and deducting the two holidays per month. She has been in this situation a year, is very temperate and steady in conduct, and looks a good health.

The following table gives the hours worked by the barmaids, waitresses, and book-keepers from whom information has been obtained.

- (1) In licensed houses or bars and
- (2) In temperance hotels and refreshment rooms.

Establishment	10	11	12	13	14	15	16	No. of women employed.
Nottingham	28	40	50	38	50	700	—	—
Legg's Service	20	40	200	60	20	12	5	400
Temperance	18	36	18	—	—	—	—	75
Torquay	—	36	60	174	20	18	2	107

The large proportion of licensed places of refreshment with hours ranging between 60 and 70 per week agrees with the statement of most of the contractors that they are aiming at a standard of 10 hours a day and something less on Sunday. Many of these ranging between 50 and 60 are closed on Sunday altogether, or, like some of the largest restaurants in London, are only open on that day for a few hours in the evening. Very few restaurants or bars exceed the full 10 hours a day. In the temperance rooms which I have visited no Sunday work whatever is done, so that the large number between 50 and 60 hours per week indicates the same standard of something less than 10 hours a day, with very often one half holiday. Those working over 60 hours in these places are generally older women, who superintend both shifts of younger workers. For instance, in the Acorned Bread Company's depots, several depot keepers registered 61 hours for the week preceding that of my visit, but the younger girls had in no case exceeded 60. In some cases the hours were as low as 46. The above table does not include the barmaids working under the railway companies or other large refreshment contractors, except in the specific cases given by individual employees. When any witness has given the hours worked by her in several situations they are all included in the table.

The five cases over 100 hours per week are those described above, viz. —

Witness No. 6	—	—	105 hours
" " 8	—	—	105 "
" " 9	—	—	104.5 "
" " 12	—	—	104 "
" " "	—	—	106 "

WAGES

In estimating wages distinction must be made between places in which the girls receive board and lodging, parties board, and nothing at all. In hotels and public houses board and lodging are given almost universally. I met with one case (Witness No. 129) where a barmaid in an hotel sustained her work after marriage and was allowed to live at home. Generally, if barmaids are married they connect the fact and call themselves by their maiden names. There is a strict

The Employment of Women

Comparison of hours.

Refresher of board and lodging.

The
Baron
and
Widow.

costs in the trade against the employment of married women.

In restaurants every variety of custom prevails, from complete board and lodging, such as that supplied by Messrs. Spence and Pond and all the large contractors for railway bars, down to the bare wages paid in the case of the theatre bar waitresses (Nos. 27, 28) already quoted. Between these extremes we have the case of restaurants giving comfortable and sufficient meals but no lodging, e.g., the Cork Refreshment Company. This is generally when the waitresses cannot be spared to go home to meals. In other cases the girls have some food free, as at the Airedale Bread Company (tea, coffee, and bread), Coffee Tavern Companies (tea, coffee, cocoa, soup, and milk). Some of these Companies profess to sell necessary food, such as bread and meat at a reduced rate, but the girls do not appear to regard this arrangement as of much use. The Airedale Bread Company have lately made arrangements for having a substantial meal cooked on the premises which the waitresses are partake of at 3d. per head. It is impossible to estimate the value of these different systems of giving partial board. The only intelligible method is to consider separately wages with and without board and lodging and to compare the special cases in detail.

(9) Girls
in
hotels.

Another complication which occurs in estimating the earnings of barmaids and waitresses is the custom of gifts in the form of treating and gratuities. In many well conducted bars the girls are strictly prohibited from drinking with a customer, but if a glass of wine is offered, a girl may ask to have a box of chocolates instead, and several waitresses have told me these have been sold again to the managers, so that the treating is really a gift of money. In commercial hotels it is a common thing for the head barmaid or book-keeper to receive substantial presents in return for forwarding letters or receiving business messages for guests. Witness No. 191, a respectable girl in a Scotch hotel, told me that these gifts were rarely in money but were generally in clothes, or sometimes in the useful form of a reduction of the price of a handsome article of dress to the wholesale rate. The gratuities of waitresses often largely exceed their wages (Witness No. 262, manageress in a London tavern), and it is a complaint with girls serving behind the counter in a restaurant that the girls serving at the tables make so much more money. Very few waitresses have been willing to give any particulars about these supplementary earnings and one is left to conjecture that they must be considerable when the regular wages are low and the girls apparently satisfied.

Table of
wages.

The following table consists of the wages earned by barmaids, waitresses, book-keepers and manageresses at the places of refreshment I have visited or received direct information about in all those cases where exact figures have been obtainable.

TABLE showing the NUMBER of WORKERS employed at weekly wages

		With board and lodging	With partial board or wages and lodging	Total
Not exceeding	5s.	107	36	143
Exceeding but not exceeding	10s.	789	30	819
"	10s. 6d.	15	34	49
"	12s.	11	14	25
"	14s.	5	1	6
Total		828	105	933

Custom of
paying
weekly
wages.

The only employees I have seen who are paid by yearly salaries are a few barmaids in provincial hotels and public houses and some in London hotels. These salaries are included in the above table expressed in their equivalent weekly value. Some years ago barmaids were frequently paid in monthly wages. This plan is scarcely ever adopted now. Careful employers prefer that their girls should not be long without money of their own. Witness 208, a very intelligent manageress, said that if a barmaid spent her wages on drink at the beginning of the month she was under a disadvantage, which weekly payments would protect her from.

The following cases are not included in the above table except for individual cases about which I had direct evidence as to the wages received.

Most of the large refreshment contractors pay their barmaids 10s. a week with board and lodging (using to life for those in positions of authority as head barmaids or manageresses) and to some varying from 11s. to 12s. for manageresses in large stations. A contractor for a large railway company with London terminus (Tables of Reference No. 4) pays barmaids 10s. per week, and manageresses from 12s. 6d. to 12s. A Scotch railway contractor on one of the principal lines employed at one restaurant (No. 30), 18 waitresses at salaries varying from 9d. to 4d. per annum. Along another English line, where the company is gradually taking the refreshment trade as the lease falls in, the manageresses are paid 10s. a week, rising to 11s. and the barmaids from 6s. to 10s. a week. There are at present about 70 women employed (Witness No. 135). Another English railway company which has always managed its own refreshment trade is now paying 9s. 10s. and 11s. to barmaids, and 10s., 12s., and 13s. to manageresses. In all these cases board and lodging are given.

In the following cases partial board is given and no lodging.

The Liverpool British Workmen's Public House Company, Limited, employs about 250 women at wages varying from 6s. to 12s. and sometimes amounting to 10s. Besides partial board, they have the opportunity of joining a sick benefit club organized by the company and a chance of staying at a convalescent home, for which the directors have orders.

The Bedford Coffee Tavern Company, Limited, pays from 6s. to 12s. a week. There is a sick benefit fund largely used by the employees. About 80 women were employed last year. They have a seasonal day in the country, with all expenses paid, besides the usual summer holiday. When the company pays a dividend the employees receive a bonus.

The Cork Refreshment Company, Limited, which compares very favourably with other coffee tavern enterprises, pays the women employed from 7s. to 12s. a week. The partial board consists of three good dinners a week, although there is no evening work. Considering the very low rate of wages in the south of Ireland, these are liberal terms. The business of the company is well managed. The food is far superior to that which is generally supplied in temperance refreshment rooms, and a good dividend is paid to the shareholders.

In the Airedale Bread Company's depots, of which there are 70, all in London, the girls serve for one month without wages. If they are suitable for the work they stay on at 8s. for the first six months, 9s. for the second six months, and 10s. after a year. They then rise according to merit. A young girl I saw waiting in a City depot received 12s. Those who suffer from standing are put into the mother's depts or into the central office as clerks at openings occur. The most capable become counter assistants, receiving from 12s. to 15s., and ultimately depot keepers, whose wages vary according to the responsibility of their position, ranging from 20s. to 25s. a week. There are higher posts still, each group of depots being under the supervision of a local manageress, and three lady visitors being employed to see the girls in these houses if they are kept from business by illness. The visitor I saw (witness No. 230) had risen in the Company's service, and the same is true of an extremely intelligent local manageress (witness No. 231). In addition to the partial board and cheap dinners already mentioned, the employees have the benefit of sick pay without any submission on their part. The amounts to—

Full pay for one week after three months' service.
Two-thirds pay for three months after three months' service.

One-half pay for further period of three months if the recipient has been in the Company's service for five years.

Some varying from 31 to 51, are paid to relatives in case of death. Medical attendance, with medicines, are provided in the locality of the girl's home, or at her home if necessary. Buses are kept in the depots for gratuities, and are emptied on the first day of the month, the money being distributed in the depot to which it belongs. The amount is too uncertain to be considered. The five employees (Nos. 232, 233, 234, 235, 236), who have given evidence, and the lady visitor and local manageress (Nos. 230 and 231) mentioned above, confirm these particulars.

The custom as to notice varies with different employers. Some engage their barmaids on the distinct understanding that they may dismiss them at a

The
Baron
and
Widow.

(1) The
Baron
and
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(2) The
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moment's notice, paying them up to the day of dismissal and giving them no reason. In some agreements it is also stipulated that the employer shall not be asked to give any character to a future employer. These terms, harsh as they are, are accepted by barmaids with full knowledge of their meaning, and the employers offering them are besieged with applications for every vacant post.

The usual custom in hotels and public-houses is the same as for domestic servants. If the wages are paid weekly a week's notice, or a week's pay in lieu of notice, is given. If the wages are monthly a month's notice or pay is given, and the same with a yearly salary. At the same time, if a girl is dismissed for a grave fault, such as dishonesty, it is not uncommon to dismiss her without pay or notice. In such cases the dismissal is seldom presented by her employer, and if she is guilty she is glad to accept the dismissal without complaint. The refusal of a character is a subject of bitter complaint with several barmaids I have seen, but all those who are in good places and doing well say that proper references have never been withheld from them.

DETENTION AND EXTORTION.

DETENTION.

Several witnesses have complained of the heavy charges for breakages. They say that some employers collect from the staff the weekly loss in the bar, the contribution of each barmaid not being allowed to exceed 2s. The breakages by customers have to be paid for unless the barmaids succeed in getting the money from the persons in fault, and this is often impossible. Witness No. 215 said that unavoidable accidents was no excuse. On one occasion a huge shelf of glasses and a glass jar were thrown down from the vibration of the goods trains during the night, and in each was broken from every girl in the station bar. At the same time, this witness said that if nothing was broken no levy would be made, and only the actual amount of the loss was collected. These employers say authenticated accidents are never charged for.

Many other witnesses, who have been in the same service recently, declare that they always pay 2s. a week whether anything is broken or not, and that their wages are, in fact, reduced by that amount.

The rule of the Midland Railway refreshment department on this subject is as follows:—

"The glass stock to be taken every Friday, and articles found short must be so entered in your glass-book. Both the glass broken and glass short will have to be paid for."

The rule as to paying for breakages varies very much, no fixed custom prevailing. Many witnesses have complained of being obliged to pay for accidental loss, even in large hotels. On the other hand, No. 227, who has been in two London taverns, and she had never been asked, and No. 228, who had experience as barmaid and manageress in several London restaurants, said she had sometimes been threatened, but never made to pay. The rule is probably more strict in large companies than under private employers, as in the former case there is less opportunity of finding out whether the breakage was really unavoidable or more from carelessness.

Some and
washing.

Except in very small because the rule is universal that barmaids and waitresses must wear black dresses. Black customers are generally shrews, and a huge uproar of the more material, but white cuffs are not expected generally required, but white cuffs are not expected in places where the barmaids are customarily washing glasses. In a large London tavern (Tables of Reference No. 144) the waitresses have their collars and cuffs supplied by the proprietor, and their washing paid for. The rule of the Midland Railway refreshment department is as follows:—

"The attendants must wear black dresses and white collars and cuffs, and no coloured ribbons or ornaments to be worn, the hair being quite plain."

The rule of the Aerated Bread Company is as follows:—

"All employees are to wear dresses of plain black material without trimming of any other material. White linen collars to be worn inside the collar of the dress. Loos, beaded trimming, ornaments in the hair, jewellery of any kind, are not allowed. Table hands to wear white linen aprons according to the pattern supplied on engagement."

In a café belonging to the Liverpool British Workman's Public House Company the waitresses have to wear white cuffs and collars, and they receive a stock

to start with. One girl washes her own collars and has them starched and ironed at 6d. per dozen.

Many witnesses have complained to me of the great expense of washing, which they say amounts to from 1s to 1s 6d a week. In a few hotels the proprietors pay for washing (see Tables of Reference), but it is not usual.

When a girl has been with any employer a year she nearly always has a week's holiday with continuance of salary. In a restaurant in the North (Tables, No. 83) this was not given, but the case is exceptional. Barmaids staying but a short time in each place complain of missing their summer holidays. I have not met with any such complaints from girls who have been more than a year in the same service. The expense of travelling is lessened in the case of girls employed by railway companies, as they often receive passes giving them tickets at a small fraction of the ordinary rate. In these cases (Tables, Nos. 66, 70, and 72), where the relatives of station-masters are employed in preference, the houses of the girls are frequently on the line, and these passes are a substantial benefit. In all other cases holidays, and the period elapsing between leaving one situation and going into another are heavy drains of expense. Recreational and comfortable holiday homes established in healthy places, as well as some in large towns, far girls out of place, would be very valuable to this class of workers, and would be supported by several of the large employers I have seen if the management were such as to promise success.

V.—GENERAL CONDITIONS.

The conditions under which barmaids and waitresses work vary very considerably according to the requirements of their employers, and the size and hierarchy of their employers. For instance, in the theatre bar (No. 23) the air is close as in the underground bar and it is impossible to improve it. If it were not that the hours are short during which the bar is used the attendants would probably suffer in health. In other cases bad ventilation is due merely to the parsimony of the proprietors who refuse to make the necessary outlay. But as a rule conditions which affect customers as well as attendants are made as good as they can be in order to benefit trade. An ill-ventilated or dingy place is not likely to attract custom, and it is the interest of the employer to look well after the lighting, warming and ventilation of his premises. Whenever food is supplied the ventilation and drainage of the kitchens and larders are important, and hence one finds the best arrangements made in large restaurants like the Criterion and the Gaiety and in many large public houses where luncheons and dinners are provided. The most favoured plan is to have all cooking at the top of the house, with lifts to convey the food to the different floors below. In this way there is no smell of cooking through the house and space is saved below for dining rooms. Besides the large places already mentioned I have seen smaller houses with upstairs kitchens, e.g. public houses, Nos. 143, 145, 146, all in London, and Aerated Bread Company depots in the Strand and Edgware Road.

Conditions affecting employees only are not always so well looked after. In an occupation necessitating such long hours it is particularly important that water should be supplied to be used whenever work is slack. In Messrs. Spence and Pears' establishments the attendants are not allowed to sit down during the time they are on duty unless in the case of one attendant having charge of a small railway bar where she cannot be relieved at the regular intervals as in larger restaurants. If the hours arranged by the management are strictly adhered to the girls rest every five or six hours for three or four hours or more and are on duty not more than ten hours a day. They frequently say these times to suit their own convenience, staying or late to oblige a customer and reserving a smaller favour from her on another day. Such variations are not recognized, and the larger the establishment the less likely are they to be allowed.

The Aerated Bread Company allows the attendants to sit down when not engaged in serving and seats marked for their use are seen in their depots. Yet girls in these employments complain of not being allowed to sit down (Nos. 226, 227).

In the bar belonging to the Midland Railway the printed rule is as follows:—

"The stools provided in the bar are intended for the use of bar attendants behind the counter and must not be used for any other purpose than to sit upon. They must not be used when passengers are in the room."

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but only when the work is quite straight and the rooms empty."

No 148, the manageress of a railway bar owned by a private contractor, told me no seats were provided, but the girls sat upon bench boxes and she never noticed it.

In most public-houses and restaurants I have seen counter seats. At No 149, a large public-house in Clarendon, the proprietor, William 258, told me the girls had seats handed to them at a certain hour when the rush of business was over in the middle of the day.

It seems that the comfort of the attendants does not wholly depend on the existence of seats behind the bar. It is necessary also to consider whether they are allowed to use them and how long they are on duty without rest. A girl may be far more tired by being in a bar for many hours, even if there are seats in it, than by standing for a few hours with the prospect of complete rest at a fixed time. The rest taken by barmaids and waitresses during the morning or more generally in the afternoon varies with the nature of their employment. In light places they take advantage of the free time for shopping or walking out. No 254 told me his girls preferred to take a walk even in bad weather. In heavy places they retire to their bedrooms and take complete rest in the same way as trained nurses do when on night duty. In houses Nos 145 and 147 I saw the barmaids actually asleep in bed in the middle of the day. Witness No 286 always stands upon her barmaids actually undressing and going to bed, and does so herself during the afternoon rest. At several of Messrs Spence and Pond's large establishments I saw barmaids lying down on their beds in dressing gowns. Occasionally young girls put themselves into bed healthily by waiting the time which should be given to rest is going out. Witness No 17 was employed in a public house near a market for some time. It opened at 4 a.m. and closed about twelve hours afterwards, having a special license. This girl complained to me of long hours, saying she came on at 6 a.m. I afterwards heard from Witness 82, who knew the house very well, that the proprietor was constantly dismissing his barmaids for not going to bed early. They insisted on walking out and attending places of amusement instead of resting in preparation for the next day's work. This girl had no work on Sundays.

Another important condition to consider is the sanitary accommodation provided for barmaids and waitresses. In hotels and public houses the only complaint I have heard of is that sometimes the rooms used by the barmaids are at the top floor, and at a great distance from the bar at which they are employed. In restaurants the worst case I met with was in No 99, a temperance restaurant, where the rooms lying below the level of the main dining room were common and inconvenient to build any w.c. for use of waitresses or customers. In another restaurant (No 83) one small w.c. was used by customers and attendants of both sexes, although the dining-rooms covered three floors, and were crowded. There was a temperance restaurant also. In a large restaurant in Scotland (No 36) licensed for both food and spirits, and crowded with the poorer classes in the middle of the day, the two female waitresses had no separate accommodation, and complained of the inconvenience. In no other cases have I heard any complaints. Girls in railway bars generally use the ladies' waiting room, without of course paying any fee.

An evidence has been given before the Commission in relation to the sleeping accommodation of barmaids and waitresses, I have devoted special attention to the point. The following witnesses complained to me of the bedrooms supplied by Messrs. Spence and Pond, Nos 2, 3, and 216, and I have been permitted to see all the rooms they mentioned. In no case is there anything unwholesome, and some of the descriptions of these witnesses are absolute invention or gross exaggeration. One example will suffice. Witness No 3 described the place in which she slept as a box at the ceiling of which she could easily touch. She said the beds of the girls who slept there mostly touched each other, with no room even for a small trunk to stand between. The girls had to keep their clothes in trunks on the landings. The air was foul, and the night's rest of no benefit in consequence. When I visited the room I found it to be a long gallery with a large window opposite the foot of each bed. Part of the ceiling sloped, but on one side it was the ordinary height, and horizontal. There were 16 or 18 cribs, trunks, wardrobes, and chests of drawers between the beds and in other parts of the room. Some trunks were outside on the landing for the convenience of the

owners who were not using them. The room was reached by a lift, and was sufficiently high up to ensure a clear atmosphere even in foggy weather. The floor was spotlessly clean, the beds very comfortable, and the walls were decorated with pictures and looking glasses. This and the other rooms I saw, including barmaids and a cheerful sitting-room, are kept in order by housemaids.

The least comfortable bedroom I saw at any of Messrs. Spence and Pond's establishments was a basement lighted through a grating at the pavement. There was no appearance of damp, though the walls were papered. The room was clean and comfortable, and well ventilated. The most cheerful rooms I saw were those at the Crystal Palace. The good air and fine view make them very popular, and girls consider it a privilege to be stationed at this restaurant.

I have been told (Witness 215) that years ago the sleeping accommodation supplied by large firms was not so good as it is now, but has been improved by any rooms suspected of being unhealthy being replaced by better ones, and judging by them I have seen they have now attained the standard of well managed hotels.

In old-fashioned hotels and public houses, all the servants, including the barmaids, are often crowded in their bedrooms. Witness No 5 described a place in London where she slept on a bath and dressed on the landing. In the large modern buildings there is a great improvement in this respect, and I have seen in several hotels and public houses capital accommodation for the women engaged. In a large hotel in Scotland, part of the building is shut off as a separate house, in which the barmaids live (House No 43, Witness 129). They have a comfortable sitting room, bath room, and plenty of bedrooms, and a housekeeper to look after them. In many places, although the rooms are large enough, there is only one bed for every two barmaids (Nos. 1, 3, 144, 146). In other places a separate bed is given to each girl, but several occupy one room (151).

At the places I described belonging to Messrs. Spence and Pond (No. 2), each manageress had a room to herself, but ordinary barmaids slept two in each bed, and four or eight in a room. Witness 267 (House No. 148) told me his barmaids always stayed a long time. He tried to make them comfortable and happy as far as he could, and for one thing gave each a separate bedroom, which he thinks they value very much. Considering that many parents are prejudiced against their daughters becoming barmaids, and that the most respectable girls are reasonably anxious to keep apart from those in the same occupation who are less so, it is probably worth while for a manager desiring to engage steady girls to make arrangements for each to have a room to herself.

I have already mentioned the bathrooms in the establishments belonging to Messrs. Spence and Pond, and in a Scotch hotel. The barmaids (Nos 79 and 80) at a large hotel in the North of England (No. 19) said they could have a bath every day if they chose. The manager's wife said she arranged so that every servant in the house could have the use of the bathroom at least once a week, and thought it likely the barmaids managed to have it every day. Some witnesses (Nos 3 and 216) have complained that living in houses provided for them by restaurant contractors they could not get hot water. The manageresses under whom these waitresses worked (Nos 185 and 211) denied this, and said they could have baths whenever they liked.

There are two things essential to a healthy meal for a girl working in a bar or restaurant. One is that the food should not only be of good quality and well cooked, but that it should be varied from day to day, and nicely served. The other is that there should be time to eat it. It is the common plan in good restaurants for the attendants to order their dinner from the bill of fare. This ensures good cooking, good quality, and variety. It is otherwise in the standard room, or at a table in the restaurant. At No. 3 (see table), one of the railway bars belonging to Messrs. Spence and Pond, they could choose which they preferred. Dining in the bar is never allowed in any well managed place.

Witnesses Nos 213 and 225, persons of large experience in the management of restaurants and public houses, explained that if a girl were to attempt to eat a meal in the bar, waitresses would chaff her as to what she had, and the business in the bar would be inter-

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rupted. Witness No 3 tells me she never left her bar eyes for a man, and that there was no place into which she could go for rest and quiet. I visited the station where she had been harassed and found a small but comfortable parlour behind the bar, and the barmaid's dinner laid out on the table. The girl who cooked it invited the bar while the meal was eaten.

In most of the large towns refreshment rooms only partial board is given to the attendants, and in some cases the arrangements are not very comfortable in respect of meals. The girls bring something from home and eat it hurriedly with the addition of bread and coffee or whatever is given by the employers. The Cork Refreshment Company give their waitresses three good meals a day and find this plan very successful in securing health and cheerfulness. The Asenath Bread Company have lately established an admirable system of co-operative dinners for their employees. Only a few of their 70 depôts in London are without it, and it will be extended to them as soon as possible. The depôt keeper or one of the district managers buys meat, vegetables, and materials for puddings, and a wholesome meal is cooked in the depôt kitchen and served between eleven and twelve o'clock. Sometimes the girls employed for cleaning and washing up cook, sometimes the depôt keeper herself superintends, and in a few cases I found the girls took it in turn to cook with the desire of learning how to. The bills of fare on the day I saw the girls dining included the following:—

Cold roast and potatoes; jam tart.

Hot roast beef; meat pudding with jam or golden syrup.

Hot roast beef, potatoes and Yorkshire pudding; sponge cake pudding.

Steamed steak and potatoes; tapioca or rice pudding. The company give bread free of charge, and supply tables, white cloths, crockery and all necessaries. As many of the girls at possible sit down together and the one or two left in charge have their dinner kept hot in the oven. On Monday nothing is cooked, as most girls prefer to bring cold meat from home, but the table is laid as usual and the meal is taken in company. General accounts are kept by the depôt keeper of money spent or received. Any balance or deficit is carried forward to the next day's account, and is considered in arranging the next bill of fare. The price paid by each girl for her dinner is from 3d. to 4d., the price most frequently being 3d. In one depôt the counter waitresses receiving higher wages voluntarily pay 4d. for the same meal than the younger girls have for 3d. The dinners are eaten in the attendants' sitting room if there is one. In some depôts the kitchen is large and a part of it is divided off for the use of the attendants. In depôts where the kitchen is small and the girls have no sitting room, they dine in one of the customers' rooms not required for business during the morning.

This system of co-operative meals is entirely self-supporting except that the company supply the services of the cook, the fire, and the furniture and utensils. There is also the bread and coffee, which has always been given. The benefit to the girls is very great, as they not only get hot, digestible food before their greatest period of work, but they are induced to eat it in a leisurely, sensible manner. Eating in secret and hastily packed food, of which a girl's half-starved, is most unhealthy, and the habit of waiting till supper-time for the chief meal of the day is a practice which very few are strong enough to bear. Witnesses Nos. 220, 229, 232, and 233 who are respectively district managers, lady visitor, depôt keeper, and counter attendant in the service of the company, concurred in the opinion that there has been a marked improvement in the health of the girls since the dinner system has been started.

Witness 234, a man of large experience in the management of public houses and restaurants, says that he is very particular that his barmaids shall have their meals, and particularly their dinner punctually. Waiting for a meal after the time it is expected leads to a habit of taking stimulants, which often grows into serious intemperance. Nearly all the barmaids I have seen agree in the importance of getting something food at the right time. At house No. 148, a particularly well managed restaurant in the City, the barmaids have lunch at about eleven o'clock before the rush of business begins. They can then wait for their dinner all from or five o'clock without feeling faint. Witness 148, a manager of a railway bar belonging to a private contractor, told me he had seen his barmaids drinking port wine out of coffee cups and pretending

they were drinking coffee. She said they generally began such tricks when their dinner was later than usual, and they felt faint. Witness 234, who told his barmaids were strictly prohibited and efficiently prevented from taking any stimulant except by permission, agreed that they would always be allowed a glass of stout if business kept them later than usual for a meal, and they felt better. Witness 238, a barmaid of French extraction, who only takes stout and is a healthy looking girl, says drinking when hungry only makes the attendants of employers and barmaids I conclude that a meal of nourishing food served punctually before the barmaids are overtaken by the habit of taking irregular stimulants. The custom of keeping girls up to work after meal-time by giving them stimulants without food is condemned by the most experienced employers and dreaded by the temperate, respectable girls.

In the tavern already mentioned (No. 152) the proprietor's wife (No. 238) gives a substantial lunch at 10.30 a.m. to guard against faintness and dizziness.

VI.—HEALTH.

The principal points to be considered under this head are, (1) the effects of standing, (2) the temptation to drink.

Most of the witnesses I have seen who have served as barmaids or waitresses for any length of time have complained more or less of the fatigue of standing. Witnesses 1, 25, 26, 35, and 36, consider that feet ached badly as a great prevention against swollen legs and varicose veins. Witnesses Nos. 2, 215, 216, 221, and 222 are hearing or have left their employment from swollen feet or varicose veins. Witnesses Nos. 3, 7, 10, 11, 13, 14, 15, 16, 18, 20, 21, and 227 suffer from the same complaints in a less degree. The cases I met with in places visited are noted under "General Remarks" in the Tables of References.

Witness No. 27, a Sister in a London Hospital, gave me the following list of cases treated during four years:—

Barmaids.	1896	Waitresses.
1. Parametritis. (attempted abortion.)		1. Rheumatism.
2. Rheumatism and Anæmia.		
	1899.	
4. Gout on foot.		1. Parametritis.
1. Metrorrhagia.		1. Anæmia.
	1890.	
1. Synovitis and Con- stipation.		1. Parametritis.
1. Specific Ulcers.		1. Anæmia.
1. Sub-acute Peritonitis.		1. Hemorrhage.
	1891.	
1. Chronic Consumption and Typhoid.		1. Ovaritis.
1. Fibroid of Uterus.		1. Rheumatism.
1. Sub-acute Rheumatism.		1. Anæmia.
1. Phlebitis.		
1. Erysipelas labii &c.		

A very large number of barmaids carefully conceal their occupation on entering hospitals, as they think the nurses will disapprove it. The above list probably contains of cases where such concealment was impossible either on account of the patient being brought straight from her situation, or of her admission being obtained through her employers.

I have found great difference of opinion among the most intelligent witnesses I have seen upon this point. Several very steady barmaids, including some total abstemious, consider that none but girls of unsound character should be brought into the trade (Nos. 25, 26, and 263). Others of equal weight deny that there is any more temptation to drink as a barmaid than in any other occupation. Witness 225 has had several drinkards in her employment. She always suspects a girl who takes brandy, and prefers those who never take any spirit but only beer or a glass of wine with their meals and on going to bed. She watches her barmaids at meals, and if they breathe their appetite she counters it a

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sign of drinking. She is constantly on the watch, and does not think girls can take much in her place without being found out. She has had perfectly temperate girls, and unless there is a predisposition to drink, does not believe they do so.

Witnesses 26 and 28 are owner and manager respectively of large hotels in the North of England. They have been bartenders before marriage, and are both clever and successful women of business. They consider that if girls drink as bartenders it shows a predisposition which would have come out under any circumstances. They think that the variety and amusement of life lessens the propensity to drink, and that the certain rule which the habit of drinking entails is constantly brought to the notice of hotel servants. They say that even a slight propensity to drink renders a girl quite unfit for service in a good hotel.

All the publicans, managers, and persons in the position of employers agree that a drunken servant is quite impossible in a licensed house. The presence of either a barmaid or barmaid given to excessive drinking is so dangerous that no licensed retailer would venture to run the risk for a day. Witnesses Nos. 32, 42, 48, 54, 55, 56, 57, 110, 130 and 241, familiar with the management of hotels, restaurants, and public houses in various parts of England and Scotland, several of them having managed large houses in many towns, were most emphatic in their statement that whether or not girls are tempted to drink by being in a bar, it is certain that they cannot stay in the bar after the habit is acquired.

In several cases where I have obtained information on the subject I have found that some or all of the employees in licensed houses are total abstainers. In these cases they have learned or learned waiters instead of beer, wine, or spirits. In Scotland, Witnesses 23, 24, 39, managers and employers, stated that Scotch barmaids took milk with their meals, and that it was only English girls who exported beer. Other employees (Nos. 103, 104, and 106) did not corroborate this entirely, and thought the habit of taking spirits and water at night was common to barmaids in all parts of the kingdom. Witness 23 who has been with the same employer 17 years, and is now occupying a responsible and well-paid position, has always been a total abstainer. Witness 24, recently married, held several important posts under a large firm of refreshment contractors in the North. She says a manager can encourage or discourage habits of intemperance by the arrangement of comfortable meals and the proper appointment of periods of rest. She herself is practically an abstemious, and believes the women who get on best in the trade are those known to be so. The abstemious are picked out by employers for places where constant supervision is difficult, and for such special service they are well paid and can secure good conditions of work.

Some other cases are noted in the Tables of Reference, where the barmaids in licensed houses are total abstemious. In most houses, if a girl is observed to drink without permission she is warned, but in some the rule is strict dismissal for intoxication, beating by customers, or taking drink without permission. In one case where the well-known rule of the firm is that drinking by customers is not allowed, I saw one of the barmaids invited in the absence of the manager. Witnesses 261, 262, and 263, all employees of large experience, have assured me that no system of checking can discover secret drinking. Witnesses 29, 55, managers of railway refreshment bars, consider that such drinking would soon be discovered, partly by weekly stock-taking, and partly by reduced receipts. Witness 132 thinks that the real way in which the rules of employers are enforced is by the employment of spies. The girls never know at what moment they may be watched. This opinion is confirmed by Witness 29, and by many other employees of long experience.

Witness 21 considers that girls are particularly likely to steal intoxicants in the bar when tea is not allowed. At the hotel where she is now employed the girls are allowed 6d. for whatever they like to order to drink at dinner. Formerly beer used to be put upon the table. She greatly prefers the present plan. Many girls order tea, coffee, or lemonade.

For barmaids living in the house of the employer the cost as to medical attendance is the same as that prevailing in private houses with respect to domestic servants. If a girl is taken ill she is nursed and medical attendance is paid for. Most of the large refreshment contractors have regular staff doctors, and if the employees are attended by them their charges are paid. If

they prefer to consult their own doctors, they have to pay their own charges. Messrs. Spens and Pond adopt this rule, and the girl is either treated on their premises or sent home or to the hospital, according to the nature of the case. Some barmaids who complained of not being assisted by this firm when they were ill confirmed that they had refused to see the Company's doctor, thinking one of their own doctors preferable. In many cases a sick benefit club is started among the girls, as in the coffee houses in Liverpool and Bradford. I have already described the system of the Advanced Bread Company. There remain a large number of waitresses and bar attendants who are thrown out of work immediately they are ill. They seldom have savings to fall back upon, and their best course is to go to a hospital.

VII.—SOCIAL POSITION

Twenty of the barmaids I saw gave me particulars as to their past and early life. No. 1 began life as a governess and being very tired of the work accepted an advertisement for a book-keeper in a first class hotel in the North of England. She disliked her surroundings and the late hours, and found the strain of making out the bills too fatiguing. She now occupies a similar position in a temperance hotel.

Nos. 5, 6, 7, 17, 20, and 21 are the daughters of publicans and learned the business at home. Five of these were brought up in country towns and came to London after the death of their fathers.

Nos. 10 and 215 are widows of publicans. The latter learned the business managing her husband's public house. After her death she had no way of earning a living except by becoming a barmaid, and she took a place in a railway refreshment bar. After a short time she was removed to a larger station and made a manageress. She insisted on her savings and on the help her son was able to give her, but they are now suffering from unsuccessful investments. She thinks she is too old to get another place. She looks about 50.

The following witnesses were nearly related to publicans, and learned the business in the houses of their relatives. No. 13, who had a sister-in-law in a Welsh hotel, No. 26, whose mother had a public house; No. 274, whose father had a house in a London public house. After his death she was unable to earn what she required as a dressmaker, and asked her father's partners to give her a chance. They did, and when she had learned the trade she went to a better place, and afterwards to the one she is in at present. She is head barmaid with five under her. She has been eight years and earns like a week with everything found. No. 126 learned her business with relatives in the country. She stayed with them a year and has now been in London a year in a place in which she seems likely to stop.

Nos. 125, 126, and 227 began in the house of friends who taught them the business.

This gives 16 out of the 26 who were connected by relationship, marriage, or friendship with publicans. The employer of Witness No. 234 said she objected to engaging the daughters of publicans, and several other employers have told me the same thing. The barmaids are aware of this feeling, and often conceal the fact of new relationships to persons in the trade. On the other hand, Witness 151, manager at No. 72, and Witnesses 55 and 64, managers at No. 75, prefer the daughters of publicans. The latter object to domestic servants as they expect "tips." No. 22 is the daughter of a draper. She said she had tried the stage for a fortnight in a children's opera company. Her father disapproved, and as the next most exciting thing she chose the bar.

No. 120 began work as clerk under a municipal corporation. The sanitary work did not agree with her and she took a place as book-keeper in a hotel. She now manages one of the largest hotels on the North East coast of England. She finds the occupation very interesting, regrets that there is so little time for reading, but says she enjoys the society of the various people she sees in the hotel. She considers some of the girls she employs have "very fine minds," and she objects to the prejudice some people have against anyone connected with the trade. This witness is well educated, and has a refined appearance, voice, and manner.

No. 111 and she and her two sisters are all barmaids in good hotels in the same city. She used to be in the post-office, but the pay was too small to enable her to help a mother and orphan brothers and

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sixteen. She and her two sisters arrange to take their weekly afternoons and Sundays together, so that they never go out alone. The employers approve this, and assist in the arrangements. The father of these girls held a high appointment, but died suddenly, leaving his affairs in disorder.

No. 228 and she was going to be under teacher in a Girls' High School. She saw an advertisement for "a quiet girl, without experience, in a saloon bar," and answered it. She has had two situations since.

Amongst the wives of proprietors and managers I have met several who were barmaids before marriage. No. 83 was first barmaid in a large hotel. The manager lost his wife some years ago, and his niece inherited the business who acts as manageress. No. 262 was barmaid and afterwards manageress before her marriage. Her relations were in the trade, and she has worked in it since she was fourteen years of age. Her husband was barman and afterwards manager. When they first married, the wife kept business, but she found her life so dull that she resigned, and now assists him in managing a large London tavern. All her arrangements are admirable, and a barmaid working under her (No. 263) speaks in the highest terms of her kindness. No. 235 was barmaid in the public house where her husband was manager. When the latter became possessed of the business, they were married, and continue to live on the premises. No. 286 says she has never had to do with a business where the managers did not reside on the premises, and considers it the only way to see after things properly. She is spoken very highly of by the barmaids she employs (No. 236), and keeps her house and staff of servants in excellent order. No. 273, and the wife of No. 258, were barmaids, and are now managing very large public houses with their husbands. In many other cases the conversation I had with the wives of proprietors and managers indicated that they had been barmaids before marriage, but in these I have mentioned the information was volunteered.

Witnesses 269, 270, 272, and 275, all persons of wide experience in the trade agreed that barmaids are generally the daughters of tradespeople or well-to-do mechanics. Sometimes the daughters of policemen become barmaids. The daughters of station masters, guards, and other railway employees are frequently offered a situation if the Railway Company manage its own bars. The daughters and nieces of policemen find their own way into the business, which is often the only one they understand well enough to earn a living by.

In hotels the barmaids and waitresses rank higher than waiters or domestic servants. Witnesses Nos. 43 and 24, and many others have explained that waiters and chambermaids are chased together, but barmaids are not expected to associate with them. Witness No. 52, the manager of one of the best restaurants in the North and with many years' experience in first-class hotels, says that he makes a strict rule against his barmaids or waitresses speaking to any of the waiters employed by him. The witness already referred to as the acting manageress of a large London tavern (No. 283) says that distinction is observed by all well-conducted barmaids. She puts her barmaid before all the barmen, and expects her to maintain that position. In the rule with most of the large refreshment contractors that the barmaids and waitresses shall not talk to the waiters nor go out with them, and several managers have told me that the girls quite approve of it. Book-keepers are considered socially superior to ordinary barmaids. (Witnesses 23 and 240.)

In small hotels and public-houses where the proprietor and his wife live in the house, the barmaids are regarded as members of the family. Witnesses Nos. 15, 19 and 274 sleep in the same room as the daughters of their employers. The maids are generally taken together as far as the business allows. This intimacy is a great safeguard for barmaids, as any unworthy conduct on their part would be necessarily noticed by the parents of the young people they associate with.

In large businesses where the employer does not reside on the premises the domestic arrangements for barmaids and waitresses depend very much on the character of the manageress. Witness No. 24 who, before her marriage, had many girls under her, described the methods she tried for making their home pleasant. She used to take in various magazines and newspapers and encourage the girls to read them on Sundays. She persuaded them to tell her of any acquaintances they made and warned them against undesirable ones. She tried to save them of any faults, such as dishonesty and a habit

of drinking, but always dismissed them if she found they were likely to offend the other girls generally.

Witness No. 271 has had experience as owner of large public houses and restaurants in which barmaids are employed and the owner does not reside. She tells me that no part in the business, and he has employed manageresses. He says that as a rule they are very considerate to the barmaids in their charge. They have generally been barmaids themselves, and know the hardships of their occupation and how they may be mitigated.

Witness No. 144 is manageress at a large restaurant (No. 64) where she has eight barmaids to look after. The proprietor does not live on the premises. She gave me a pleasing account of the domestic arrangements and spoke highly of the staff. Their entertainment, she said, was not in the bar, where they merely performed their duty in serving the customers, but in their relations' houses and at the homes of private friends which they visited in their off times. She herself visited all her staff in their relations' homes, and they visited her relations when she was at home and off duty. She ridiculed the idea of any of her staff having flattered or even amused by the idle talk of customers. "If they only knew it," she said, "we regard them no more than a set of bottles." She said the bedrooms accommodation and the meals provided for her and the staff were excellent, and they were all cheerful and comfortable together.

At a railway bar in the South of England (No. 116) the manageress (No. 211) lives with her staff of nine barmaids at a hotel belonging to her employer. She says they have very comfort and no domestic work to do, but there was no evidence of the barmaids feeling cramped by witnesses Nos. 24 and 145. No. 211 speaks well of some girls who had been with her 20 years, but others, she said, were given to drinking, and had to leave on that account. She told me of one barmaid who returned from her day out so intoxicated that witnesses had to take her home and put her to bed. She found her a situation at an hotel in the neighbourhood as barmaid, but she drank the first evening she was there and was dismissed on the spot.

Another example of a manageress (No. 148) living with a number of barmaids for whom she can have no respect, is also at a railway bar (No. 68). There are eight barmaids at this bar, and Witness No. 148 complains that she cannot get steady girls. In a case in the North where a proprietor had a bad house and respectable girls objected to serve in it, the witness referred to before (No. 51) put an end to the difficulty when he took the management of the place by dismissing the whole staff and replacing them by men.

It is very unusual for barmaids employed at hotels or public-houses to live out, but those at restaurants frequently do. Witness No. 48 the manager of a number of taverns and restaurants in a large export in the north of England, says he always inquires as to the homes of the girls he employs, and regards it as a very important consideration in deciding whether to engage a girl. Witness No. 51 lays equal stress on respectable lodgings. Three of the waitresses employed by him live with their parents. One lives in lodgings in a neighbourhood he approves, and she has extra wages as her expenses are greater. In restaurants where the employers exercise this care the employees are respectable and are socially equal to the barmaids in a hotel.

In all the temporary restaurants I have seen, great care is taken that the girls shall come from respectable homes. The Aerated Bread Company will not take any girls who are not living at home, and the lady visitors are the homes before the girls are engaged. If, however, an employee loses her home by the death of her parents, she would not be discharged from the service of the company on that account. Witness No. 232 lives with a sister in lodgings since the death of their mother, and no objection is made to this, as she has been some time in the service of the Company. It is sometimes supposed that employers in refusing to engage girls who are not living at home do so in order to make it possible to obtain their services at lower wages. The motive is very often to ensure as far as possible the honesty and respectability of the girls. In Scotland it is very usual for two or three girls to club together in lodgings, and this plan is approved by several employers. There is necessarily great risk in allowing a girl to live alone in lodgings, and waitresses occupy such a public position as barmaid or waitress during the day. At No. 144, a large restaurant in the City, the employer's all live in their own house, and Nos. 208, 246, and 250, three of them, told me they

THE
EMPLOY-
MENT OF
WOMEN.

Provision of
girls living
at home or
in lodgings.

Employing
the position
of barmaids
and other
employees.

Provision for
employer's
family.

Position
which one
may be in
home or
lodging.

The
Employment
of Women.

thought their employer would always engage girls who did. Yet in this case, besides very generous board, wages are paid above the average, namely, from 17s. to 11s. a week.

VIII.—ADVANTAGES OF THE EMPLOYMENT FOR WOMEN.

Opinions of
employers.

I have already quoted under other heads the opinions of various experienced persons as to the usefulness of women in public houses. No 147, the manager of a large hotel in the West End, considers they are necessary in restaurants. The cuisine are better kept and arranged with greater taste, and the food set forth in a more appetising manner. Also it is the settled English taste to have girls to wait, and customers require it.

Number 149, a director of a large hotel company, considers the occupation suitable for girls in a properly conducted house. Their wages, the air they breathe, their food, and the life they lead, are all better than the same girls could command elsewhere. During 12 years in a large hotel belonging to his company, three girls have been discharged for drunkenness.

Numbers 55 and 56, the managers of the refreshment department of one of our largest railway companies, say that in a well-conducted house where the employer lives, the position of barmaid is very suitable for a steady girl. A refreshment bar could not be conducted without women, as men could not arrange the food nicely. The owner is a good one for those who are suited to the work, and experienced employers know at once if a girl is not suited to it. They consider that women should not be employed in smoke rooms, and should serve from behind a counter rather than move about among the customers. No 162 is the manager of a first-class hotel (No 63). He employs two book-keepers but no barmaids. He makes no rule as to the conduct of his book-keepers, as they are educated ladies, and maintain their own position. The only customers they come across are those who prefer to pay their bills at the office. A shrewd appearance would be against a candidate, and the employment of ordinary barmaids would be entirely unseemly in this hotel.

Opinions of
customers.

The opinions of barmaids themselves vary quite as much as those of employers. No 25, first barmaid or manageress in a large hotel, approves the occupation for strong-minded girls, but knows there is a general prejudice against it amongst parents. She obtained a good situation for a friend in a high-class hotel, and the girl's friends blamed her for doing it. No 25, who is an old friend of No 25, the two having worked together for many years, agrees that only girls capable of resisting temptation should attempt to be barmaids. At the same time she thinks there is very good work to be done by those that are capable. For some years she served in a railway bar in a crowded airport, and made great efforts to persuade the sailors to return home without going down into the town, where they would be sure to spend their money and get into bad lands. She was assisted by the station master and by the Customs House officers, and they would bring sailors to her bar as they came off the ships. She would talk to these, and sometimes several would be collected in the refreshment room, drinking sometimes beer or spirits in moderation, but very often coffee or cocoa. By finding out where they lived and when their trains started, she often sent them home to their families with their money in their pockets.

In a small country inn in England, Witness 288, the wife of the proprietor, says it is to the interest of her husband and herself to stand well with their neighbours, and to discourage any undue expenditure by a village at their bar. If her husband fails to persuade a labourer that he has been in the inn long enough, or that he has had enough to drink, he calls her in, and invariably she is able, without a quarrel, to get the customer to do what is wanted. The house is too small to employ a barmaid, but the witness acts as one herself, and serves in the bar during the greater part of the day, as her husband has another occupation a few miles off, and is seldom at home until the evening.

No. 51 was leaving her occupation for a situation in a temperance house. She considers it a "degrading thing to be at a bar," having had experience in some very disagreeable places.

No. 50 said she disliked her occupation, and would be glad to leave it. She thought it was sure to be bad for any woman who tried it. She particularly objected to

Sunday trade. This was the witness who had often doubtless been drinking when I saw her.

Witness No. 1, now at a temperance hotel, thinks there is no good deal to object to in the employment of women in places where intemperance is sold. She considers employ girls are often kept on if they attract customers.

Witnesses 74, 75, 184, 146, 145, 232, 231, 270, 273, 276, and 295, all women of long experience in the management of hotels and public houses, are of opinion that barmaids are selected with pleasing but strict manners, and that the best business is done by serving all quickly, and not wasting time over one customer. Witness No. 283 says that if a "good article" is offered, custom is secured, and if the article is not good, nothing will attract that regular business which alone is profitable. This opinion is corroborated by all the employers who have spoken on the subject.

IX.—EFFICACY AND SUGGESTIONS FOR IMPROVING THE CONDITION OF BARMAIDS.

It appears to be very difficult to overcome the isolation of barmaids and waitresses sufficiently to form any kind of trade organisation among them. The Moseley home affords a safe shelter for a few, and while they are in it, they come to know something of one another, and to bear of the general conditions of the class to which they belong. The principal use of this home, according to the witnesses who have spoken to me about it, is to find some new occupation for those who desire to cease being barmaids. The matron has assisted several girls in this way.

Another home is at Hartley House, also in London. It is admirably managed, and is cheerful and homelike. Unfortunately its existence is not known to most of those for whose benefit it is intended, and so few barmaids have used it that the rooms are now let to other workers, such as dressmakers. I saw two barmaids there, one resting after a long illness, and the other just leaving for a situation which she had found while staying at Hartley House.

Nearly all the employers consulted, and a good many barmaids and manageresses agree, that what is chiefly wanted is a well-managed registry, at which reliable information could be obtained (1) by employers as to the character of girls applying as barmaids, and (2) by barmaids as to the nature of the place which they propose to take. At present the newspapers are the only means of communication between employers and barmaids, and much dissatisfaction is expressed by all concerned. I am told that a good scheme for a registry would receive support from all classes connected with the trade.

Mr. Grove, the proprietor of the "Waterloo Hotel," in Edinburgh, considers the absence of a registry would be made up for to some extent if a system were adopted similar to that already in existence in France and Germany. He proposes that all hotel servants should be supplied with certification, and for purposes of identification each might be furnished with the description and even the photograph of the person holding it. Upon entering a situation the servant would hand over the certificate to the licensed victualler, who would return it to the servant on leaving unless his or her conduct had been unsatisfactory. Mr. Grove thinks the authority giving these certificates should not be the police. He would enforce the employment of certified servants by making the landlord liable to a greater extent than he is at present for the loss of victuals' property unless he could show that no uncertified servant was on the premises. He would also protect a landlord from all liability if every servant were so certified. I failed to obtain from Mr. Grove a satisfactory explanation of two objections to these proposals, namely (1), the probability of unscrupulous employers getting rid of unsatisfactory barmaids by giving them back their certificates, (2) the transfer of certification between young women of sufficiently similar appearance. In view of the evidence of such witnesses as Nos. 281 and 272 who had great stress on the necessity of seeing the best employer and gathering from his manner as well as from actual words whether the girl about to be engaged was trustworthy, I cannot see that the certificates would be acceptable.

Witness 284, a remarkably intelligent married woman, who was barmaid and manageress for many years before marriage, urged the advantage of establishing a "barmaid" home in Glasgow, or in some place equally accessible from various holiday resorts in Scotland.

The
Barmaid
Home of
Women.

Opinions of
manageress
every in the
method of
attracting
customers.

Home.

Registry.

Certification
of character.

Home in
Scotland.

THE
EMPLOY-
MENT OF
WOMEN.

She thought girls leaving situations, more especially at the season when many hotels close for the winter, would be saved from much trouble if they could be housed comfortably and economically and helped to find new places. In her opinion such a home would not be successful unless managed by some person who had herself been in business and understood the ways of barmaids. Such knowledge she considered necessary, on the one hand to enable the Head to keep order and detect unsuitable residents in the home, and on the other to avoid needless restrictions and make the home popular.

At Hartley House an attempt has been made to start a guild for barmaids. I believe at present but few have joined it. Several barmaids have told me that they would like to join some kind of society which in return for such payment as most of them could afford from their weekly wages would accept of them certain sub-

stantial advantages. The means of leaving of situations and a lawyer's advice in case of wrongful dismissal, or refusal of reference, were the benefits most dwelt upon. If a large number of managersesses, barmaids, and waitresses could be induced to combine for any practical purpose of this kind, it is possible they would learn the general conditions of the employment in which they are engaged, and be able to obtain from the majority of employers the same terms as to wages, hours, and domestic comforts as those now voluntarily given by the best.

THE
EMPLOY-
MENT OF
WOMEN.

I have the honour to remain,
Your obedient servant,

(Signed) ELIZA ORMS.

Read and approved.

(Signed) MAE E. ABRAHAM

TABLES OF

Index No. of Place	Index No. of Witnesses	Description of Place visited.	Occupation of witnesses	Number of Women employed within scope of Inquiry	Meals and Recreation
1	29 30	One of the largest restaurants in the West End of London	Secretary of company managing restaurant.	20 barmaids, 4 managers.	Comfortable meals in dining-room. Rest every 4 or 5 hours to relieve standing.
2	29 31	Large restaurant in centre of London	Drum -	Managers and 14 barmaids.	Drum - - -
3	29 37	Metropolitan railway restaurant and bar	Secretary of company and managers	Managers and 2 waitresses.	Special table in dining-room, or meals in bedrooms if preferred.
4	28 144	London Terminus Hotel and railway bars on line	Manager of hotel and secretary of company.	A large number	Managers provide meals -
5	33	Home for Working Girls in North of England.	Matron		
6	36 26	Railway bar in North of England.	Barmaid and of	2 barmaids -	All Sunday free. A week in the summer after 1 year's service.
7	33	Country hotel in North of England.	Barmaid -	1 barmaid and 1 bookkeeper.	2 weeks' holiday per annum. No fixed meal times. Half hour for tea.
8	60	Large hotel and restaurant in North of England.	Barmaid -	10 barmaids -	Half hour for dinner, 15 min tea, 15 min supper.
9	40 65 54	Restaurant in North of England	Manager and barmaids.	Managers and 12 waitresses.	Sunday free, bank holidays, and 1 week in summer.
10	65	Large restaurant in North of England	Managers	Managers and 2 barmaids.	Sunday free. Meals 5s. 6d. Bank holidays and 1 week or longer during the year.
11	66	Tavern in North of England	Barmaid -	2 barmaids -	1 hour each for dinner and tea. Sundays free, and two weeks per annum.
12	67	Beer public house in North of England.	Housekeeper	None	- - -
13	68	Public house in North of England	Barmaid -	1 barmaid -	Sundays free and bank holidays. Half day free per week and 1 week in summer.
14	72	Public house. Irish quarter in Northern town	Manager -	None	- - -
15	72	Public house North of England	Proprietor	1 barmaid -	Rest 8.30 to 6 p.m. Sunday seldom out. Half day free per week.
16	74	Family hotel North of England	Proprietor's wife	4 barmaids	Free once a week from 12 o'clock noon. Alternate Sundays free. 10 days' holiday with pay after 1 year's service. Meals together in parlour.
17	75	Roadside inn North of England	Proprietor and wife.	1 barmaid -	Alternate weeks half day free, and alternate Sundays from 5.30 p.m. or earlier. Meals with family.

REFERENCE.

Sleeping Accommodation.	Hours per week.	Wages, &c.	Defectives and Expenses.	General Remarks.
Very good -	70 - -	10s barmaids, rising to 1l for manager-ess, with board and lodging.	Breakfasts, black dresses and aprons.	Separate bedrooms for 4 housekeepers, and 10 beds for 8 girls each in 4 rooms. Bath room, sitting room, and good attendance. Florida on top floor with splendid outlook. No seats in bar.
Do -	70 - -	10s. to 1l, with board and lodging.	Do - -	Bedroom for manageress, and one bed for every 2 barmaids. Good sitting room, bath room, and lavatory. No seats in bar.
Good -	70 - -	10s. to 1l, with board and lodging.	Do - -	Large bedroom behind the bar shared by the 3 attendants and 4 from another railway bar, who arrive by last train 12.30 and stay. Manageress has been in service of company for 20 years. No seats in bar.
- - -	Various -	Barmaids 10s a week with board and lodging. Manageress 15s 6d to 20s per week, also board and lodging.	Black dresses, plain white collars and cuffs. Half cost of breakfasts borne by staff.	At large staff-residence housekeeper looks after girls. At several houses places provided. No bar left single-headed. Help of instant dismissal, but practice of work's wages or notice. Chiefly daughters of guards and station masters.
None -	70 - -	8s, 10s, and 12s, with board.	Lodging - -	No seats allowed. Manager watching customers during the interval. No 56 had been here 6 months.
Comfortable -	87 - -	22s per week, with board and lodging.	- - -	Respectable customers. No 59 had had previous experience where the hours were the same and pay higher. Seats allowed.
Comfortable -	76½ - -	Manageress 27s, 2nd barmaid 10s.	- - -	Wife of 60 had been 11 years here; she looked ill. Customers as a rule are respectable, and as respectable women served.
None -	66½ to 68½ -	8s. to 15s. 6d per week with board.	Lodging - -	No. 63 has been here 4 years, she entered the railway married as engineer. No 64, 4 years here, lives at home. Respectable customers. Seats allowed for girls.
None -	65 - -	Manageress 22s. per week, barmaids 12s.; good board.	Manageress, lodgings. Barmaids live at home.	Owner has several similar places. Food ordered from restaurant just as they like. Seats allowed in cloak room, but all hours of rest. Quiet place and respectable customers.
In another house of the same owner.	58 3 - -	10s. to 12s. with board and lodging.	Waiting something under 1s per week.	Same owner as No. 10. Seats allowed. Respectable customers.
- - -	- - -	- - -	- - -	Five cooks and housekeeper employed. Two are daughters of policemen. Housekeeper has 11 years. Tied hours. Too rough for barmaids.
None -	59 - -	17s per week with board.	Lodgings -	Respectable customers. Seats allowed. No. 68 has been here 3 years.
- - -	- - -	- - -	- - -	Respectable working-class customers, but considered too rough for women in the bar. Manager and wife live as premises, and employ one housemaid.
Comfortable -	68 - -	- - -	- - -	Barmaid goes to bed 9.30 p.m. Can sit down and read or work at slack time. Work on Sundays 12-2.30 p.m., and 8-10 p.m. Wife helps in bar.
Good -	62½ - -	10s per week with board and lodging.	- - -	No treating allowed, but barmaids have what they ask for at meals. Seats allowed in cloak room.
Comfortable -	81½ - -	- - -	- - -	No 75 is bringing up the daughter to the business. Former barmaid returned 6 years, and her sister for 2½ years.

THE PERSON- NEL OF WORKS.	Index No. of Place	Index No. of Witnesses	Description of Place visited	Composition of Witnesses.	Number of Women employed within scope of Inquiry.	Hours and Recreation
	18	76 77	Hotel North of England	Proprietor and barmaid	9 barmaids	Shoers free in afternoon, half day free per week, and every Sun- day during closing hours. 1 week in summer.
	19	78 79 80	Large hotel North of England	Proprietor and 3 barmaids.	2 book-keepers, 2 barmaids.	Saturday and Sunday alternately free 1 or 2 weeks' holiday after 1 year's service
	20	86 81 82	Doile -	Groom, barmaid, and owner's daughter.	4 barmaids	Half day per week and every 3rd Sunday free. 10 days' holiday in summer. Meals with family, in separate sitting-room on Sunday.
	21	83 1	Large hotel, chiefly foreign cus- tomers, in North of England.	Manager's wife and barmaid.	3 barmaids and book-keeper.	Half Saturday or whole Sunday per week alternately free. 2 weeks' holiday after 1 year's service. Barmaid in smoke-room alter- nately whole Sunday and Sun- day afternoon free. Book- keeper has sometimes 2 hours more for theatre customers. Rest next day.
	22	87 88	Theatre bar in large town in North of England.	Barmaid and manageress.	4 barmaids and manageress	Only during theatre season
	23	89 23	Large station hotel in the North	Manager and 1st barmaid	1st barmaid, 2 book-keepers, 3 barmaids.	- - -
	24	93 94	Chief restaurant in large city in the North.	Manager and barmaid	5 barmaids, 5 waitresses.	Sundays free. 1 week holiday in summer.
	25	191 96	Family hotel in large Northern city.	Doile	4 barmaids	1st barmaid 1 hour for dressing, 2 hours for meals, and 2 hours rest. 2nd barmaid rest and time for meals as above. These 3 have alternate afternoons free. 3rd and 4th barmaids 1 hour for dressing, and 1 hour for meals, and 2 hours rest. 5 hours work on Sunday. Four at alternate periods.
	26	91	Large theatrical hotel in Northern city.	Manager -	None	- - -
	27	99	Family hotel in Northern city	Official of a trade society.	3 barmaids	- - -
	28	92 93 94	Good restaurant in Northern city	Manager and 2 barmaids.	3 barmaids and waitresses.	Sunday free. 1 week holiday in summer.
	29	95	Bar and restaurant in Northern city	Waitress -	Several wait- resses.	- - -
	30	96	Large station hotel in Northern city.	Proprietor	18 waitresses	10 days' holiday in summer
	31	97	Restaurant in Northern city	Manager -	Several wait- resses	- - -
	32	98	Middle-class restaurant and bar in Northern city.	Barmaid -	1 barmaid	- - -

Slipping Accommodation.	Hours per week.	Wages, &c.	Deductions and Expenses.	General Remarks.
Comfortable	78½	-	-	No. 77 has been here 20 years, and is related to proprietor. Seats allowed in bar Saturday and Monday very busy. Barmaids complain of swollen feet.
Good	70½	22½ per annum, and 1s per week for washing with board and lodging.	-	No rough work in cleaning by barmaids. Very capable waitress. Seats allowed. No. 78 speaks highly of employers.
Very good	80½	28½ per annum and presents from employer, board and lodging.	Working	No. 86 has managed the house for 21 years; is a widow, having been twice married. Her sister assists her as housekeeper, and her daughter as barmaid. Seats allowed.
Reported by No. 1 to be damp and cold.	Barmaids 67½; waiters 70½; book-keeper 77½.	Barmaid 80½; other barmaids 50½ per annum, board, lodging, washing, and doctor.	-	Manager's wife a young woman formerly barmaid. Dissatisfied among the staff. One girl employed in wash-rooms to serve spirits and cigars. Book-keeper has uncertain free time on Sunday not calculated in this table.
None	66 for No. 27, 24 for others.	10s. per week, 1s. for No. 27.	Board and lodging	The pub bar is kept open late for actors, and managers are always present. The other bars are preferred, being above ground, and the girls see the play in intervals of work. Pub bar underground and badly ventilated. Most of the barmaids have other employment during the day. Closing done by barmaid in turn. No. 27 lives at home, married.
Excellent	70	-	-	The barmaid, &c. employed in this hotel live in house out of front the rest of the building, with kitchen, sitting-room, and housekeeper, so themselves. No. 23 has been 17 years in the service of the hotel company. Seats allowed.
None	64	1st barmaid 35½, others 33½, per annum, with dinner and tea.	1s. 6d. to 1s. 6d. per week for washing. Black dresses, white collars and cuffs.	No. 25 says 1 hour's heavy work during day. Had been at Skipton, Yorks, for 3 years in hotel, and 5 years in Edinburgh at Royal Hotel, came from Southern originally. Seats allowed.
Very good	70	25½ a year, and presents from commercial customers.	-	Wife of proprietor kind in dress. Some of the girls have been here 12 years. Seats allowed. Rarely any work on Sunday.
-	-	-	-	This hotel is used by professional actors who hold making accounts in it. No ladies admitted. Proprietor employs 4 girls in theatre box, but none in hotel.
Good	64	7s. 6d. per week average with board and lodging.	None	Holidays 10 p.m. Seats allowed.
None	69	-	No. 68 lives with parents. No 94 lodges with another girl.	Many temperance customers use this house. Good sanitary accommodation. Comfortable sitting room for girls, and good food. No beer. Half holiday if asked for. Seats allowed. Girls complain of swollen feet.
None	-	-	Lodgings	Only man employed in the bar. Women serve the dining room. Food same as customers.
-	73	girl in 40s. per annum, washing free, also board and lodging.	None	4½ hours per day allowed for rest and meals. Girls are daughters of customers. They stay 7 or 8 years. Stay up till 12 midnight or later if necessary.
None	-	-	-	2 bars served by men. The girls are always in the dining-room.
None	-	-	-	Proprietor was absent when I called. No 18 served behind the bar.

THE
NORTHERN
REPORT OF
WITNESSES.

Index No. of Male	Index No. of Witness	Description of Place visited.	Occupation of Witness	Member of Women employing within scope of inquiry.	Hours and Restrictions
33	92	Middle-class restaurant in Northern city	Son of proprietor	9 in lunch room, 3 in kitchen	Closed on Sunday
34	100	Large whisky bar in Northern city	Barmaid	1 barmaid	
35	101	Restaurant in Northern city	Proprietress	4 barmaids	Short hours in alternate weeks. Closed on Sunday.
36	105 106	Ditto	Manager barmaid.	3 barmaids	Sunday free; half hour for each meal.
37	107	Ditto	Barmaid customer.	7 barmaids	Closed on Sunday
38	108 109	Restaurant in Northern capital.	Proprietor his niece.	3 barmaids	1 night free (that is, 3 hours) Sunday free.
39	110 111	1st class hotel in Northern city	Proprietor barmaid.	3 barmaids	5 hours rest, 1 hour to dress, and time for meals. Sunday very short.
40	112	Temperance hotel, Northern city	Proprietor	2 waitresses	Alternate Sundays free, and 1 week in summer
41	129	1st class hotel in North of England	Ditto	3 barmaids	
42	116 129	Hotel in North of England	Manageress and proprietor.	4 barmaids, 2 book-keepers.	Alternate Sundays free, and 2 p.m. to 3 p.m. once a week.
43	121 130	Public house in North of England	Barmaid and proprietor.	4 barmaids	6 p.m. on Saturdays to 9 a.m. Monday free. Bank holidays and several half holidays. One week's holiday with pay.
44	125 132	Restaurant in North of England	Barmaid	1 barmaid	1½ hour for dinner at home, and 1 hour for tea at home. Closed on Sunday.
45	47 130	Large hotel and restaurant in North of England capital	Proprietor and manageress	6 barmaids	In restaurant 3 hours of duty during the day. Once a week free from 4 p.m. Sunday free for restaurant hands
46	128 137 132	Hotel in North of England	Barmaid, man- ager, and pro- prietor.	5 barmaids	3 hours off for rest and meals
47	47 48 131	Restaurant in North of Eng- land	Proprietor, man- ager and man- ageress.	4 barmaids	1 hour for dinner and 1 to 1½ hours rest. Sundays free Forenight in summer for No 231. Less for others.
48	113	Hotel in North of England	Proprietor	5 barmaids	2 hours for meal-times
49	114 47	Public house in North of Eng- land	Manageress and proprietor.	3 barmaids and manageress.	3 and 4 hours off duty during the day. Every third Sunday free
50	47 48 115	Public House in North of Eng- land	Proprietor man- ager and bar- maid	2 barmaids	4 hours off. Meals at home. Alternate Sundays free
51	117 118	Restaurant in North of England	Owner's wife and barmaid	3 barmaids	Comfortable breakfast at 8 o'clock. Disturbed dinner at 3. Tea after closing time. Sunday free.

Sleeping Accommodation.	Hours per week	Wages, &c.	Delicacies and Expenses	General Remarks
None	-	17s. per week and board.	Lodging	The custom here is for customers to help themselves. The busy time is very short. Some girls have been here 10 or 14 years.
-	-	-	-	This house is used entirely by merchants, and only during business hours.
None	7½	-	Lodging	Preparations and her daughter work with 2 barmaids. 3 meals, given in room behind restaurant. Some allowed.
Very good	38	-	None	No 106 very contented. 3 meals a day from the bill of fare, served in a separate room. Girls stay a long time. Some allowed. Three sets of hours taken in time by barmaids, 24 being the average per week.
None	54	6s. 6d. per week and small tip. Dinner and tea	Lodging for one. The other two at home. Black dress and white apron.	Some allowed, but manager does not like the girls to use them.
None	82½	16s. and 17s. and board. No wash in tip.	Lodging - dresses	Teasing allowed. Food from bill of fare, served in bar. Very bad sanitary accommodation. Girls looked very tired.
Very good	70	20s., 30s., and 36s., with board and lodging and good provisions	None	Management particularly good. Teasing over bar discouraged. Girls stay several years. Some allowed.
Good	45½	16s. and 36s. with board and lodging, and for travelling to 30s.	None	Strictly temperance house. Some allowed.
Separate rooms.	77	-	-	Food from bill of fare.
Office	7½	24s. barmaids, 30s. book-keeper per annum, with washing, board, and lodging.	None	Sanitary accommodation good. Barmaids stay several years.
None	54	14s. and 16s. for 34 barmaids per week, with 1 meal.	Lodging and part board	Respectable customers. Meals behind partition. One bar served by men only. Good sanitary accommodation.
None	44½	1s. per week	Board and lodge at home	No. 125 has been in the business since she was 14 years old. 4 years here.
Good for the 5 in hotel, none for 1 in restaurant	66 for restaurant girls	26s. per annum for 1 in hotel, 12s. per for week, 5 in restaurant.	Board and lodging for 1 in restaurant, the other 2 live at home.	No. 120 was educated as book-keeper, but prefers bar present work. Allows no teasing. Barmaids have been with wash, but no aprons.
None for No. 126	70	18s. per week	Board and lodge at home	No. 126 is a married woman. Before marriage lived at home. One bar served by men only. Girls employed for select line.
None	84½	1s. per week for food (biscuits), with no tips. Wages 5s., 6s., but tips make a large total.	Lodging and partial board	Respectable customers with "gray-headers" on Saturday. No. 131 allows no teasing or favoritism in the bar. Some allowed.
Good	Book-keeper 66s., Barmaids 51s.	36s. barmaids, 48s. book-keeper, including board and lodging.	Washing	Meals at fixed time in eating-room with waiter to attend. Intemperance cause of mutual distrust.
None	-	1s. down to 14s.	Lodging and meals except tea.	Good sanitary accommodation. Best done in a theatre. Also customers as a rule, but enough on Saturdays. Profrigor prefer girls who live with parents. Some allowed.
None	68	From 16s.	Board and lodging	No. 115 likes the work. Customers not rough, and she can get help if necessary.
Pretty fair	67½	36s. and 30s. No tips	-	No. 94 reports uncomfortable management. Has to wait on customers during her dinner. No sanitary accommodation on ground floor. Some allowed, but over-work complained of and bad health.

IN
PLEASANT
OF WOMEN.

Index No. of Place	Index No. of Witness	Description of Place named	Occupation of witness	Number of Women employed within scope of inquiry.	Hours and Conditions.
53	115	Foreign restaurant in South of England	Proprietor	4 waitresses	Sundays free. No holidays.
55	122	Public house in low neighbour- hood of Northern city.	Ditto	None	"
54	123	Public house in low neighbour- hood of city in South of Eng- land.	Ditto	None	"
56	124	Public house in rough neigh- bourhood of city in South of England	Barman	None	"
56	126	Hotel in South of England	Manager's wife	1 barmaid	Meals with the family.
57	134	First-class hotel in South of England.	Manageress	3 barmaids	2 hours rest and meals.
58	235	Railway bar in South of England	Manager	70 in this and other bars.	Half holiday once-a-week. All to make Sunday free.
59	137	Restaurant and confectionery in South of England.	Proprietor	10 barmaids and waitresses	Sundays free.
60	196	Hotel in South of England	Manager	1 barmaid	One afternoon a week free to 5 p.m. Another to 10 p.m. Alternate Sundays 2 to 6 and 2 to 10 free.
61	133 179 190	Public house opposite theatre in South of England.	Owner and bar- maid, and wife of owner.	1 barmaid	"
62	14	Theatre bar in South of England.	Wife of con- tractor	4 barmaids	"
63	142	West End hotel without bar	Manager	2 book-keepers	Hotel hours divided between them on day average.
64	144	West End restaurant	Manageress	Manageress and 8 barmaids.	Half-hour to dress and half hour for dinner, 3 or 4 hours rest. Sundays alternately free. Ex- tra holidays when business is slow. As a rule 10 days or 2 weeks in summer.
65	145	London terraced hotel and rail- way bar	Proprietress	8 barmaids in main and book-keeper in hotel.	Every third Sunday on duty from 6 p.m. to 3 p.m. "3 bar- maids" holiday in summer (15 days).
66	146	London terraced hotel and rail- way bar.	Manager	10 barmaids, 7 book-keepers.	In railway bar 3 hours rest and 2 hours meals. Holidays 1 day per week from 1 to 5 p.m. for early shift, and 1 evening from 3 to 11 p.m. for late shift. Alternate Sundays, only 2 hours work. A week or 10 days holiday in summer.
67	147	West End hotel and restaurants	Manager	3 book-keepers, 3 waitresses in restaurant in hotel, man- ageress and 2 barmaids in outside restau- rant	Alternate on 1. 2 hours rest. One evening a week free. Sundays free entirely till 1 p.m. alter- nately "3 Sundays" (15 days) holiday in summer.

Sleeping Accommodation	Hours (per week)	Wages, &c.	Delightful and Pleasant	General Remarks
None	21	-	Lodging	Quay side outwards. Quiet.
-	-	-	-	No. 122 follows an ordinary barmaid are employed in rough public-houses.
-	-	-	-	No. 123 manages the house herself, and employs one man.
-	-	-	-	No. 124 explained that men only are suitable in this house.
Good	-	-	-	No. 126 explained that the barmaid lived in the family as a daughter.
Good	Book-keeper 74½	No. 126 has 126½ to 200½ a year (per. No. 33) and board and lodging.	-	No. 124 has been here 17 years. Does not allow a barmaid in the smoke-room. Considers it impossible to allow any attendance.
Good	64	6s., 10s., and managers 10s. to 12 with board and lodging.	-	A foreigner's notice on pay on dismissal.
-	72 for one; 48 others.	Salary not stated, but good board, lodging and tips.	-	One waitress has been here 14 years. Another left after 14 years to be married. No uniforms, but dark clothes preferred. Food brought upstairs by lift, but no constant complaint of fungus in waiting. Seats allowed, but the girls are too busy to use them. No spirit house at this house.
Good	52	-	-	The barmaid was away for a holiday. She is a total abstemious. Respectable customers, mostly fish-buyers. Impossible to allow attendance in barmaid.
Good	-	-	-	No. 123 used to employ several barmaids, but bedroom accommodation was insufficient. When 29 leaves he will employ men only. The busy time is during theatre performances, but the bar opens late in the evening, and there is no work for the barmaid after closing. Barmaid lives with the family as a daughter. Few class of customers, men and women.
None	18	4s. per week and no tips.	Board and lodging	Two of the barmaids are sisters of No. 121. A woman of 4s. per week cleans, but, &c. The man and others were surprised, but because no. Good sanitary accommodation and ventilation. Seats allowed.
Very good	-	50s. per annum with board and lodging	-	126 applications for last vacant post. Comfortable sitting room for book-keepers. Only engage women respectfully connected. Slavery appearance objected to.
Comfortable	59½ and 53½	10s. and 14s. per week, board and lodging, and houses before holiday.	-	No. 128 has been with proprietor ten years, formerly at another house. All barmaids have been here five years or more. No. 123 speaks highly of them and of the management.
Good	-	25s. with board and lodging and free pass on railway line for holiday.	-	No. 125 very intelligent, and with great experiences. Has kept her managers 10 years, book-keeper 15 years, housekeeper 11 years. Teases her own girls who belong to respectable class. Good sitting room behind station bar.
Good	61	18s. and board and lodging.	-	Managers have been here 55 years; all arrangements left to her. A woman's notice generally given, but instant dismissal with payment to date for serious fault. Book-keepers superior in position to barmaids. Seats behind the bar.
Very good on 5th floor	17	20s. to 30s. with board, lodging and washing	-	No. 125 considers women specially suited to this work. Managers and waiters conduct makes them useless. Seats allowed. Very sleek after 2 p.m.

The Employ- ment of Foreign Labour	Index No. of Place	Index No. of Witness	Description of Place visited.	Designation of Witnesses.	Number of Women employed within scope of Inquiry.	Modes and Remuneration.
	68	144 145	Halfway bar at large terminus -	Comptroller and managers.	Managers and 6 barmaids.	Half-hour to dress, and 1 hour for meals, 1 whole day a week free Every 3rd Sunday free.
	69	148	West End hotel (Ltd. Company)	Director -	14 barmaids, 2 waiters, 2 wine servers.	10 or 14 days' holiday in sum- mer, a day or so at Christmas and Easter.
	70	155 156	London terminus hotel -	Manager and his wife	A large number	Every 3rd Sunday free. 1 week's holiday in summer, increased to 10 days after 1 year's ser- vice.
	71	159	First-class London hotel -	Manager -	2 barmaids in smoke room.	Midnight and 2 to 4 hours rest. Alternate Sunday free, and 1 evening during week. A week's holiday 1st year, 10 to 14 days 2nd year.
	72	151 152	London terminus railway bars	Manager and managers.	Managers and 8 barmaids	One evening a week free. 2 hours rest daily (8.30 to 11 p.m.). 14 days in summer after 1 year's service. Only work on every 3rd Sunday.
	73	160	London terminus hotel -	Manager -	3 barmaids -	- - - -
	74	166 167	Large railway hotel in North of England.	Manager of Co.'s hotel and wife and bar- maid	- - -	3rd Sunday free. One week in summer.
	75	168 169 170	Tavern in North of England -	Managers and 1 barmaid.	18 barmaids -	Half-hour to dress and time for oil down meals. One evening and one afternoon free. Al- ternate Saturdays 3 hours rest. Sundays free.
	76	186	Temperance lodging house and coffee tavern in North of Eng- land.	Manager -	8 barmaids -	- - - -
	77	188 189 190	Temperance café in North of England.	Officers of Com- pany, shop- holders & managers	Managers and 3 waitresses	Early open house on Saturdays at 1. Sunday free. One week's holiday after 1 year's service, with pay.
	78	193	Coffee tavern, poor neighbour- hood in North of England.	Manager -	3 barmaids -	Sundays free and 10 days in summer.
	79	184 185	Do - - -	Manager and barmaid	8 barmaids -	1 week's holiday in summer, Sunday free.
	80	187	Coffee tavern in North of Eng- land.	Barmaid -	8 barmaids -	Sundays free

Where Accommodated.	Hours per week.	Wages, &c.	Deductions and Expenses.	General Remarks.
Good but beside near the sta- tion.	72½	11s. per week with board and lodging for husbands.	Washing -	Good sanitary accommodation in railway- station. Dressing-rooms kept by a house- keeper and her daughters. Girls begin- ning work late have breakfast there. Other meals served in comfortable rooms in the station. Good food, beer or wine allowed, but not spirits. Suits not al- lowed, but not skirts. No. 146 cannot get steady girls to remain. Health reported very bad. Constant in- competence.
Good, 3 girls in each room.	-	Average 10s. per week, in 6d. wash- ing, occasional board and lodging.	Black dresses -	Two bedrooms and 2 private references re- quired. Not allowed to shake hands over the bar, or to be treated. Incompetent girls quite another. 1 girl discharged in 12 years for incompetence.
-	-	Is., 10s. and 11s. per week for husbands. 10s., 12s., 11s., 10s., for managers. Board and lodging. No tips, but Christ- mas presents from manager. Passes for railway jour- neys in holidays or dinner.	Washing, breakages -	Spirits not allowed, and cannot be station- ed. About 5 girls dismissed every year for incompetence. 3 girls dismissed for inso- briety in 20 years. Nos. 55 and 56 consider girls necessary for serving food, but washing in smoke-rooms to be avoided. 5 years' reference required.
-	66	26s. to 28s. with board, lodging, and washing.	-	1 month's notice except for dishonesty. Comfortable sitting room, back staircase behind smoke-room bar, so that girls never go beyond bar. Only 4 hours' work at a sitting. Suits allowed. No trousers allowed. Incompetence or slight conduct necessitates dismissal.
Good -	61½	20s. and 2s. for very late entertainment in hotel. Board and lodging, wash- ing. Passes giving railway fare at ½ ordinary rate.	Black dresses and white collars and cuffs.	1 week's notice on either side. Good sitting room and good food. May sit down but not read, write, or work is bar. Daughters of publicans preferred. Drinking is not allowed. In 4 years no dismissal for in- competence, 1 for slight conduct. One dismissed between 9.30 a.m. and 12 o'clock midnight.
Fair -	-	Varies, with board and lodging.	-	Generally daughters of station-masters. Wine allowed at night, but not spirits. Health bad, and character not so good as formerly.
Good -	-	8s. to 11s. -	None -	High-class hotel. Very comfortable arrange- ments.
-	5 girls 37s. 12 girls 42s.	-	Lodging -	Manager a married man, but with tales to part in the business. Girls seemed very comfortable in every way.
Fair -	62	9s. to 12s. per week with board and lodging.	-	2 or 3 had been away 21 every day in pre- vious week. The place is clean but very plain. Bedrooms 1s. to 1s. 6d. per night.
None -	54	6s. to 10s. per week. One black dress a year. 6 collars and 6 pairs of cuffs to start with. Tea, coffee, cocoa, and milk.	Washing, lodging and part board.	Of the 250 girls employed by this company here and in other houses only 15 live in lodgings, the rest with parents. The company owns a half-day home to which some of the girls receive invitations. Medical and insurance questions. Good sanitary accommodation.
None -	40½	10s., 11s., rising to 12s. Tea, coffee, cocoa, and milk.	Lodging and partial board.	One girl serves in smoke-room, and can whistle for managers if customers are un- ruly. Good sanitary accommodation.
None -	40½	10s. to 11s. per week. Tea, coffee, cocoa, and milk.	Dinner -	Good sanitary accommodation. No. 145 formerly suffered from epilepsy. One, but her health is now fairly good. Benevolent and insurance help from donations of cus- tomers are paid.
None -	55	" "	Dinner -	No. 147 had been 17 years with the com- pany. Much in ladies' room. Good sanitary accommodation. Left to carry food from kitchen upstairs. 4 private very given to the servants of the company, and social evenings arranged.

The Enquiry- Wages of Women	Index No. of Place	Ind. & No. of Witnesses	Description of Place visited	Occupation of Witnesses	Number of Women employed within scope of inquiry.	Hours and Restrictions
	81	148 149	Coffee tavern in poor neighbour- hood, North of England.	Manager barmaid	8 barmaids	Sundays free. One week in summer.
	82	51	Thames bar in Northern city	Manager -	6 barmaids	Sundays free - - -
	83	143 146 147	Temperance cell in North of England.	Barmaid, man- ager and bar- maid.	7 barmaids	Sundays free. One week's hol- iday in summer. 1 day's an- nual holiday given by the Company. £2.50 to £3.00 for dinner.
	84	163 164 165	Ditto - - -	Manageress and 3 barmaids	6 barmaids	Half-day a week free, 1 hour for dinner. Sundays free.
	85	161	Temperance cell in country road in North of England.	Manager of Com- pany	3 barmaids	Half-day a week free, half-hour for dinner. Sunday free.
	86	168	Coffee tavern and temperance hotel in North of England.	Manageress	Manageress	- - - - -
	87	164	Temperance hotel in North of England.	Manager of Com- pany.	- - -	- - - - -
	88	141 142	Coffee tavern (large) in North of England.	Manager of Com- pany and bar- maid.	4 women and 16 girls	Closed on Sunday - -
	89	141	Coffee tavern in poor neighbour- hood in North of England.	Manager of Co.	3 barmaids	Closed on Sunday - -
	90	169	Coffee tavern in very rough neighbourhood in North of England.	Barmaid	3 barmaids	Sundays free. 1 week's holiday in summer.
	91	170 170	Coffee tavern, North of England	Barmaid former maid	3 barmaids	Sunday free. 1 week's holiday in summer and annual holiday
	92	181	Coffee tavern near railway, North of England	Manager of company.	3 barmaids	Sunday free. Annual holiday and 1 week in summer.
	93	161	Coffee tavern in North of England	Ditto	3 barmaids	Ditto - - -
	94	161	Large coffee tavern in North of England.	Ditto	1 barmaid	Ditto - -
	95	171 172	Coffee tavern in poor neighbour- hood in North of England.	Manager and barmaid.	3 barmaids	Ditto - - -
	96	173	Coffee tavern on wheels - -	Barmaid	1 barmaid	Ditto - - -
	97	174 175	Temperance cell in South of Ireland.	Managing Direc- tor of com- pany and secretary of company.	3 barmaids	Twice a week free from 5 p.m. A half holiday when asked for. Sunday free.
	98	174	Temperance restaurant in good neighbourhood South of Ire- land.	Proprietor	Several waitresses	Ditto - -

Sleeping Accommodations.	Hours per Week.	Wages, &c.	Deficiency and Expense.	General Remarks.
None -	48½	4s to 12s per week, with tea, coffee, cocoa and milk.	Lodging and part board.	Good sanitary accommodation. Plenty of time for meals.
None -	24	10s. to 12s.	Board and lodging -	Sleep sometimes by day. Beds allowed in bar. "They wait for the work, and wait for the company to come down."
None -	42 for 8 and 48 for 1.	10s. to 12s. per week. Tea, coffee, cocoa and soup free, and necessity food at reduced rate.	Lodging and partial board.	If a girl does not go for the annual holiday she has the value of her railway fare and food. Sanitary accommodation on 4th floor and not reserved for women only. No proper room to change dress in. Girls who live with parents preferred.
None -	48	6s. to 10s. per week, with tea, coffee, cocoa and soup free, and necessary food at reduced price.	Ditto -	Beds allowed even when eating board and butter. Off in wash-room had a small room behind the bar to rest in, and a boy to wait on customers.
None -	52	4s and 10s. with tea, coffee, cocoa and soup free, and other food at reduced rate.	Ditto -	Not much custom.
Fair -	-	-	None -	Beds 1s. per night or 4s. per week.
Fair -	-	-	None -	Beds, boots, and attendance 1s. 6d. per night. This hotel is attached to coffee tavern No 55.
None -	56	6s to 12s with tea, coffee, cocoa and soup free, and ne- cessary food at re- duced price.	Lodging and partial board.	Good sanitary accommodation. Service of food well arranged.
None -	60	6s to 10s. with tea, coffee, cocoa and soup free and ne- cessary food at re- duced price.	Ditto -	A three-course dinner supplied to customers for 5d.
None -	37	10s. per week, with tea, coffee, and soup.	Ditto -	This place is underground, and very gloomy. There is a sitting room for the barmaids, but no sanitary accommodation.
None -	57	7s. to 10s., with tea, coffee, cocoa, and soup, and neces- sary food at re- duced rate.	Ditto -	Police-man and clerks use this house, which is chiefly underground. Separate lavatory for female customers and attendants. No 100 complained of the quality of the soap and the hard work required, including sweeping floors.
None -	54	6s to 10s. with soup, &c.	Ditto -	This house of 400 at 4 p.m., but only men attend during early hours. Two propriet- ors of a public house opposite to it have failed since it opened.
None -	37	6s to 10s. with soup, &c.	Ditto -	A corner of the wash-room partitioned off by a curtain for barmaids to change their dresses in. The house is chiefly under- ground.
None -	37	6s with soup, &c.	Ditto -	The kitchen is very hot, and used as dining room. Ladies' room upstairs.
None -	34	10s. per week, with soup, &c.	Ditto -	The manager said he intended the house per- taining to the company. 84 barmaids and waitresses take lunch here.
None -	56½	Ditto -	Ditto -	The lavatory is now in front of a large factory. If it succeeds a building will be taken.
None -	38	Superintendent 12. 5s. per week. Attendants 1s. or 2s. 3 good meals a day, and tea and cof- fee ad lib.	Lodging -	The food is exceptionally good. Beds al- lowed. Sanitary accommodation good.
None -	38	7s with 6s. 5 good meals, tea and cof- fee ad lib.	Ditto -	This was the first temperance restaurant opened in the town 30 years ago.

THE EMPLOYMENT OF WOMEN.

Index No. of Place.	Index No. of Witness.	Description of Place visited.	Occupation of Witness.	Number of Women employed within scope of inquiry.	Hours and Restrictions.
99	174	Temperance cdf in South of Ireland.	Managing director of company.	3 barmaids	Free twice a week from 5 p.m. Half holiday when asked for Sunday free.
100	176 180	People's cdf in South of Ireland.	Member of committee and manager.	1 barmaid	- - - - -
101	61	Public house near docks in North of England. Seaport.	Manager	None	- - - - -
102	183	Restaurant in seaport, South of England.	Manageress	3 barmaids	- - - - -
103	196	Hotel in South of England seaport.	Manageress	2 barmaids	- - - - -
104	193 194	Do - - - -	Manageress and barmaid	2 barmaids	1 hour for dressing. 1 evening a week free. Sunday free.
105	197	Tavern near docks in South of England seaport.	Manager	2 barmaids	- - - - -
106	198	Hotel in South of England seaport.	Manager	1 barmaid	Uncertain holiday - -
107	199 200	Public house in Southern seaport.	Manager and barmaid	1 barmaid	1½ hour rest in afternoon. Alternate Sunday free. 1 evening a week.
108	201	Public house in rough part of North England seaport.	Barmaid	None	- - - - -
109	202 203	Music hall South of England.	Manageress and barmaid	Manageress and 7 barmaids.	- - - - -
110	204	Hotel in Southern seaport.	Proprietor	2 barmaids	Alternate Sundays 2 p.m. to 9 p.m. and 1.30 p.m. to 7 p.m. One evening free.
111	205	Do - - - -	Proprietor	3 barmaids	Uncertain holidays.
112	205	Do - - - -	Manager	1 barmaid	1 evening free and alternate Sundays.
113	207	Do - - - -	Proprietor	3 barmaids	½ hour to dress, ½ hour to dine. Third Sunday 11.30 a.m. to 9 p.m. free. 2 p.m. to 4 p.m. free once a week.
114	208 209	Do - - - -	Manager and barmaid	3 barmaids	½ hour to dress, ½ hour to dine. Every third Sunday 2.30 to 9 p.m. free. One afternoon a week.
115	210	First class hotel in Southern seaport.	Manager	3 barmaids	Uncertain holidays - -
116	211 2	Railway bar in South of England.	Manageress and barmaid	5 or 6 barmaids	3 hours' rest and meal times -
117	36	Bar and restaurant in suburbs of London.	Manageress	Manageress and 4 barmaids	Meals and afternoon rest -
118	218	Railway bar near London.	Barmaid	1 barmaid	- - - - -
119	219 220 221	House for barmaids in London.	Proprietor, matron, and several barmaids	- - - - -	- - - - -
120	223 224 227 228	Do - - - -	Secretary, matron, and 2 barmaids.	- - - - -	- - - - -
121	229 230	Temperance refreshment rooms in Strand, London.	Office of company and lady visitor	24 barmaids	½ hour for dinner, ½ hour for tea. 1 week's holiday after 1 year's service. A fortnight after 2 years.

Working Accommodation	Hours per Week.	Wages, &c.	Deductions and Expenses	General Remarks.
None	48	2s. 6 good meals, tea and coffee ad 2d.	Lodging	The best café worked by the company. It is used by lady students, &c.
None	-	-	Ditto	This café has been recently started by a countryman. The manageress has been an employee of the Coffee Tavern Company in the same town.
-	-	-	-	5 to 14 barmaids are employed. Women would be quite unsuitable for such a rough place.
None	54 in summer, 49 in winter	10s., 10s., and 8s., with board	Lodging	No treating allowed, but box of chocolates allowed instead. Suits permitted, and sit- down meals. Beer, but no spirits
Good	70 in winter 100 in summer.	12s. to 20s., and all found.	None	Suits in bar, and everything very comfort- able.
Good	82½	12s. and 20s., with board and lodging	None	Very intelligent manageress. 24 years' ex- perience.
-	-	22s., and all found	None	No bad language used, but women consider women are not suitable for low bars.
Good	50	-	None	Barmaid lives as a member of the family
-	54	15s. with board, lodg- ing, and washing.	-	No. 500 and she was very comfortable, al- though the bar is rough. Everyman who seems goes 1d. into hospital collection box.
-	-	-	-	No. 201 and it was not "business firm" to have a barmaid in such a place.
None	48	Manageress 16s. Girls 8s.	Lodging and board except tea.	The rush is from 8 p.m. Manageress had a bad cough.
Good	44½	-	-	These girls have been here eight years, both are total abstemious. Suits in bar.
Comfortable	54	-	-	Comfortable seats in bar. Treating forbidden
Good	-	25s., with board and lodging.	-	Barmaid here two years.
Good	97	18s., with board and lodging	Washing	Tea and supper in bar. Treating allowed.
Good	39	16s., with board and lodging	Washing	No. 209 complained of expense of dress, but said food was very good.
Good	50	26s., with board and lodging	-	No. 210 has had long experience, and makes himself an steady barmaid
Good at hotel else by.	71	30s., with board and lodging	-	No. 211 has been here 14 years, and looks well. Complaints of some girls drinking, and dancing after evening. One month's notice or pay. Suits allowed. Beer, but no spirits. Only busy during service.
The best I have seen.	70	10s. to 15s.	Breakages	Belongs to large contractor who sends invalid girls from other stations to recruit here
In a house near	74	10s.	Ditto	Small room behind bar for meals and rest before to cook and maid bar in slack time
Good	-	-	-	See page 210.
Very good	-	-	-	See page 220.
Good	From 50s. to 27½	From 8s. to 25s., with tea, coffee, and sick pay.	Part board and lodg- ing, black dresses white and scarce aprons.	Sick fund is full pay for first week, two-thirds for three months, half for two and three months after five years' service. Doctor and nurses free. Co-operative management for drinking giving substantial meal at 1d. to 4d. Society accommodation fair. Suits allowed. Lady visitors employed.

Case Employ- ment of Women.	Index No. of Place.	Index No. of Witnesses	Description of Place visited.	Occupation of Witnesses	Number of Women employed within scope of inquiry.	Made and Recreation.
	122	129 130	Temperance refreshment rooms in City of London.	Officer of com- pany and lady visitors	12 barmaids	Same as House No. 121
	123	133 140	Society for working girls in North of England.	Secretary and President.	-	-
	124	141	Home for working girls in Ire- land.	Matron	-	-
	125	142	Do - - -	Secretary	-	-
	126	143 144 145	Temperance refreshment rooms in City of London.	Officer of com- pany, and lady visitors, and waitress.	11 barmaids	Same as House No. 121
	127	146 147	Do - - -	Same as House 121.	11 barmaids	Do - - -
	128	148 149	Do - - -	Do	9 barmaids	Do - - -
	129	150 151	Temperance refreshment rooms at London between	Do	9 barmaids	Do - - -
	130	152 153 154	Temperance refreshment rooms in City of London.	Officer of com- pany, lady visitors, and waitress	6 barmaids	Do - - -
	131	155 156	Temperance refreshment rooms in Strand.	Same as House 121.	11 barmaids	Do - - -
	132	157 158	Temperance refreshment rooms in City of London.	Do - -	8 barmaids	Do - - -
	133	159 160 161	Do - - -	Same as House 121, and waitress.	7 barmaids	Do - - -
	134	162 163	Do - - -	Same as House 121	8 barmaids	Do - - -
	135	164 165 166	Temperance refreshment rooms in Westminster.	Officer of com- pany, lady visitors, and barmaid.	20 barmaids	Do - - -
	136	167 168 169 170	Temperance refreshment rooms in West End, London.	Officer of com- pany, lady visitors, man- agers, and cigar waiter.	21 barmaids	Do - - -
	137	171 172	Do - - -	Officer of com- pany and lady visitors.	19 barmaids	Do - - -
	138	173 174	Do - - -	" "	15 barmaids	Do - - -
	139	175 176	Do - - -	" "	11 barmaids	Do - - -
	140	177 178	Do - - -	" "	7 barmaids	Do - - -
	141	179 180	Do - - -	" "	7 barmaids	Do - - -
	142	181 182 183 184	Restaurant in City of London	Proprietor and 2 barmaids	4 barmaids	10 minutes for dinner. Short lunch. Sunday free.
	143	185 186 187 188	Public house in City of London	Proprietor, man- ager, wife, and barmaid	4 barmaids	1 hour each meal, 2½ hours' rest. One Sunday in four free. 1 weekday a month free. Sum- mer holiday after 1 year.
	144	189 190 191	Small public house in City of London	Proprietor, wife, and barmaid	2 barmaids	2 hours' rest and sleeping, ½ hour for each meal. Sundays 3 to 6 and 3 to 10 alternately free.

Strength Accommodations.	Hours per Week.	Wages, &c.	Refracture and Expenses.	General Remarks.
None - - - -	- - - -	Same as at House 121.	Same as at House 121.	Same as House No. 121.
- - - - -	- - - -	- - - -	- - - -	Club rooms. A few bedrooms and closets.
- - - - -	- - - -	- - - -	- - - -	Very good boarding house.
None - - - -	18 to 25½	Same as at House No. 121.	Same as at House No. 121.	Same as House No. 21.
None - - - -	45½ to 55	Idem - - -	Idem - - -	Idem.
None - - - -	45½ to 55½	Idem - - -	Idem - - -	Idem.
None - - - -	55½ to 66½	Idem - - -	Idem - - -	Idem.
None - - - -	50½ to 55½	Idem - - -	Idem - - -	Idem.
None - - - -	50½ to 60	Idem - - -	Idem - - -	Idem.
None - - - -	48½ to 54	Idem - - -	Idem - - -	Idem.
None - - - -	44½ to 55½	Idem - - -	Idem - - -	Idem.
None - - - -	52½ to 54½	Idem - - -	Idem - - -	Idem.
None - - - -	52 to 57½	Idem - - -	Idem - - -	Idem.
None - - - -	50 to 72½	Idem - - -	Idem - - -	Idem.
None - - - -	50 to 57½	Idem - - -	Idem - - -	Idem.
None - - - -	54 to 57½	Idem - - -	Idem - - -	Idem.
None - - - -	50 to 57½	Idem - - -	Idem - - -	Idem.
None - - - -	55 to 57½	Idem - - -	Idem - - -	Idem.
None - - - -	50 to 57½	Idem - - -	Idem - - -	Idem.
None - - - -	47	17s. to 17s. and board	Lodging and black dress.	Respectable City customers. House closed at 7. Customers' food for girls comfortably served. Live at home. Girls thoroughly educated. Some there seven years, others even longer.
Excellent - -	72½	10s. and upwards	None	Comfortable sitting room for women and housemaids. Girls alternate late and early hours. Clean lute (till 1 a.m.) Saturday night, and breakfast in bed on Sunday No 944 prefers housemaid to housewife as he finds them more useful.
Very good, bed, for housemaids	1 3 70	10s.	None	Maid with family in small bar parlour. No. 250 had been five years in the Midlands, and two years in place in the East End. In good health; had never heard of cleaning the bar after closing.

This
particular
is of
importance.

Index No. of Place.	Index No. of Witness.	Description of Place visited.	Occupation of Witnesses.	Number of Women employed within scope of inquiry.	Hours and Remuneration.
145	256 257 258	Large public house in Clerken- well.	Proprietor and 2 barmaids.	3 barmaids.	$\frac{1}{2}$ hour for each meal. $2\frac{1}{2}$ hours for rest and dressing. 1 day a month free, and on Sunday free from 3 to 6 twice a month, and 3 to 7, and 8 to 11 on the other two Sundays.
146	261 262 263	Large public house, Central London.	Manager, wife, and barmaid.	3 barmaids.	20 minutes for each meal, $2\frac{1}{2}$ hours' rest and dressing. Sundays 1 to 6 and 6 to 8.30 alternately free. One Sunday a month and 1 evening a week. Summer holiday after 1 year.
147	264 265 266	Public house in North London.	Drdo.	2 barmaids.	$\frac{1}{2}$ hour for each meal. $2\frac{1}{2}$ hours rest and dressing. 3 to 6 and 8 to 8, alternately free on Sun- day and 1 weekday a month, and 1 evening or afternoon a week.
148	267	" " "	Proprietor.	2 barmaids.	$\frac{1}{2}$ hour for each meal. 3 hours rest. 1 weekday a month. 1 week's holiday after 1 year, and 10 days after 3 years. Sundays alternately 3 to 6 and 8 to 8.
149	268	Metropolitan railway bar.	Manageress.	2 barmaids.	Meals in restaurant. Rest at intervals of 4 or 5 hours.
150	269 270 271	Large public house in East of London.	Proprietors and wife of one.	5 barmaids.	$1\frac{1}{2}$ hour for each meal, and $2\frac{1}{2}$ for dress- ing and rest. Sundays alter- nately 3 to 6 and 8 to 8. Entire day once a month. One week after 3 years' service, 3 weeks after 5 years, and so on, stop- ping at 1 month.
151	272 273 274	Large public house supplying meals near the docks.	Manager, and wife, and bar- maid.	6 barmaids.	Meals from 1 hour 20 minutes to 2 hours. Dressing $\frac{1}{2}$ to 1 hour. 2 hours rest. 6 pm to 11 pm, once a week free. Alter- nate Sundays free. Alternate Sundays 3 hours work only.
152	275 285 286	Large tavern in South London.	Proprietor, and wife, and bar- maid.	1 barmaid.	1 hour 40 minutes for meals in rooms behind bar, $2\frac{1}{2}$ hours rest, $\frac{1}{2}$ hour to dress. 1 day per month and one Sunday.

Working Arrangements.	Hours per Week.	Wages, &c.	Defectives and Expenses.	General Remarks.
Large airy room with 2 beds.	74½	1 s. and upwards	None	Electric light keeps her cool. No. 259 was a hotel's companion and speaks three languages. She and No. 260 used late sleeping in her room be the fault of the girls. No. 258 sometimes drinking common among barmaids, but they must be dissuaded if the effects are evident.
Any room. 2 girls in each bed.	74½	18s., and from 7s. to 12s. per week tips. Washing of cuffs and collars.	None	Girls have breakfast in bed on Sunday. Cleaning Saturday night (off 1.30 a.m.) Allowed beer, &c., but scarcely drink at all. No. 265 takes a glass of port before afternoon rest. No. 266 rejects the food very good. Hot port daily, pudding on Sunday. Must supper. She thought girls could not do well unless strong and not busy. No. 267 has been in a bar for 20 years; refuses to engage railway girls. Never allows trading.
Excellent, separate beds.	74	1½ s. and upwards	None	Pleasant sitting room for barmaids. No. 265 prefers girls always to keep away hours, as they sleep better. Breakfast at 10 on Sunday, and close bar for one hour. Never heard of cleaning after closing. No. 266 in good health and very agreeable.
	73	10s. to 11s. after 2 years	None	No. 267 says girls are always in good health and have never drunk too much. No trading allowed in respectable houses. No cleaning after closing, except for a short time on Saturday.
Underground, but dry and well ventilated.	70	10s. to 12s.	Breakages	No. 262 made no complaint, and appeared well in health.
Good	70½	1 s. for trained new-comers.		Very rough class of customers. Strict rules as to trading, &c. Barmaids not allowed in third class bar. Half an hour cleaning on Saturday night.
Separate beds in 1 large room.	62 to 69½	8s. 6d., 10s. 12s., &c.	None	Barmaids not allowed in third class bar, in which the customers are of the roughest class. No. 274 has been here eight years and speaks most highly of the management.
Comfortable	79	9 s. and upwards	None	She had drunkards, but always dismissed them. Girls serve in saloon bar. No trading. Prefers quiet girls to showy looking ones because on their going to bed during rest time.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

REPORT

BY

MISS ORME
(ASSISTANT COMMISSIONER).

ON THE

CONDITIONS OF WORK IN WALES.

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THE EMPLOYMENT OF WOMEN.

To GEOFFREY DRAGE, Esq., Secretary,
Royal Commission on Labour, June 22nd, 1889.

I.—INTRODUCTION.

SIR, I have the honour to present my report on the condition of women's work in Wales. As my investigation was commenced after the 29th February last (on which day the appointment of the other three Lady Assistant Commissioners terminated), I have been unable to obtain a second signature in the manner adopted for the Reports on the Employment of Women previously presented to you.

II.—METHOD OF INQUIRY.

I have visited the principal industrial centres in South Wales, Mid Wales, and North Wales where women are employed in any large numbers. In selecting particular subjects for inquiry and places for inspection, I have been guided by the number of women reported to be engaged as wage-earners in the census returns of 1881, by the opinion of the members of the local trades councils, and by those of persons interested in philanthropic work and well acquainted with the various districts. In some places I found an interviewer of great assistance, as several of these I deemed to question, especially aged people, had a very imperfect knowledge of English. In the Tables of Returns appended to this Report I have summarized the details with regard to 60 of the workshops, factories, and other places of employment which I visited and collected information about.

I have reserved evidence from 194 persons, namely, 103 women and 91 men. Of these 77 are women workers, including farmwomen, 36 are men workers, including foremen, 31 are employers, managers, and managers, and 86 persons interested in and acquainted with the condition of the industrial classes in Wales, such as secretaries of Young Women's Christian Associations and Girls' Friendly Societies, ministers of religion, medical men, persons connected with trade societies, and the friends and parents of women workers. In distinguishing between managers or managers and foremen or forewomen, I have included in the former class persons really in the position and with the authority of employers, and in the latter class persons who are working with those they overlook, and who only exercise subordinate authority. In the third class (employers, managers, and managers) 10 are women and 41 are men. In the fourth class (persons interested), 16 are women and 30 are men. In classing men who are members of trade societies and also workers, I have followed the rule of placing those in the second class (workers) who are engaged in one of the occupations treated of in this Report. Those who work in occupations in which women are not employed, such as slate quarrying, and which I had no reason to investigate, I have placed in the fourth class (persons interested).

III.—EMPLOYMENTS FOR WOMEN IN WALES.

The largest class of women engaged in industrial employment in Wales, excluding domestic servants, is that of shop-assistants, dressmakers and milliners. There are comparatively few shoemakers, but probably more than appear from the census, as in cases where clothiers employ women to make women's skirts and dressing gowns at one woman and even a second clothier at another, they speak of them to me as dressmakers and sempstresses, and carefully avoided the term "maker." Some women are still employed at the collieries, and iron and the works, but fewer than is former times. At one group of collieries employing a large number of men in the southwest of Wales no women or girls are now employed (Witness No. 127). At other collieries in Glamorganshire giving employment to 4,500 men and boys, no women or girls are employed now, though they used to be with two or three years

ago (Witness No. 108). In these districts the only employment for women is in the triple works, except for a very few scattered industries, such as a cake factory and a boot factory lately established near one mining centre.

Witness No. 41, a manager of long experience, considers that about half the number of women are now employed in connection with the collieries he manages, as compared with 20 years ago. The principal cause of the decrease he believes to be the inconvenience to employers arising from restrictions of women's work under the Factory Acts. In former times the women worked at under hoods and inserted a shovel with a long bent handle which materially lightened the work. The strict rules as to the number of hours per week and the necessity of having one half-holiday in the week, has made it expedient to take this work from women, and it has been given to old men. Another suitable employment for women in which many used to be employed in plastering clay round the edge of the oven doors. For the reasons given before, young men are doing this work. Witness No. 42, a manager working under No. 41, regards this as a serious evil, as those employed in such work are not learning anything which will enable them to earn men's wages when they are older. Witness No. 15, the employer at some large triple works (No. 37) stated that the decrease in the number of women employed by him in Wales, and in large works of his in England, was almost entirely due to the introduction of machinery. Cleaning the plates with iron and sheepskin was formerly done by women, but is almost all done now by machinery, at any rate in the best works, and the machines are tended by boys. I saw several machines with boys working at them, and a few yards off women doing the same work in the old-fashioned manner. The women are being gradually replaced as the firm buys machinery. Witness No. 15, and his foreman, No. 17, explained that old men, not strong enough for ordinary work, if they had been long in the service of the firm, would have the first claim to the easy task of tending the new machines, and that women would be discharged. At another place (No. 45), the employer, witness No. 91, told me that although work has been taken from women, in consequence of the restrictions of the Factory Acts, and much which they used to do was now done by machinery, yet a principal cause of their non-employment in some suitable occupations is the action of the men's trade unions, and as an example he mentioned sorting tin-plates, which was at one time given to women, but was now given to men, in accordance with the demand of the local union made some years ago.

Women are employed in the tin slapping and enamel works, and in slate polishing and enamel works and in triple dressing works. They are not employed at all in slate quarries, nor, so far as I could hear, in copper smelting.

In the manufacturing of flannel, shawls, tweed, and hosiery women are employed, except for the most part of the work. A very few are employed at hand-loom, with about the same number of old men. Trade is reported to be slack, and everywhere I heard that weavers are out of work altogether, or working short hours.

In addition to these principal employments I found women engaged in handwork and dyeworks, in washing bottles, &c., and in finishing and packing the goods in grocers' warehouses, jam factories, mineral water factories, stationers shops and other places, in folding, stitching, and similar work in printing works, in paper-making, book-binding, tobacco-pipe making, brick-making, fire-making, and in making confectionery.

I made no investigations in agricultural industries, as I presumed these would be covered by the Reports of the Agricultural Assistant Commissioners. At all

the drapers' shops and dressmakers' I visited I found farmers' daughters employed as well as the daughters of colliers and slate quarrymen. Farmers' daughters also formed a considerable proportion of the girls wearing flannel and hoosey.

IV.—SHOP ASSISTANTS

(a) *Welshes.* It is the custom in South Wales for the shop assistants to live in. Witness No. 34, a first-class breadbaker, says that the trouble of house-keeping for his employees will probably cause him to refuse from trade. There has been much agitation of late years about the accommodation of shop assistants, and a great improvement has been accomplished. In one very large house new premises have been built, and suitably furnished throughout (No. 4). In another (No. 5) building is now going forward, and when it is completed the male and female employees will have separate houses with ample space for sitting-rooms, libraries, and bedrooms. In the smaller shops the old style remains unaltered, and in some cases the sitting-rooms are absurdly small for the number supposed to use them, and the bedrooms are squashed and uncomfortable. In the Table of References examples will be found of both extremes. When the sitting-room is too small for the staff and so arrangements are provided for the evening and for Sunday, the young women are more anxious to go out than in houses where thoughtful provision is made for comfort and recreation. At a large linen-draper's (No. 6) the bedrooms are well and tastefully furnished and the sitting-rooms of good size, but anything like co-operation among the members of the staff for purposes of recreation or mutual improvement is discouraged, and the only amusement open to the employees is walking out. At another shop is the same town, not so large as No. 6, but employing nearly 100 young women (No. 5), the employers encourage singing classes and choirs, debating societies, and a band. They allow the employees to give an annual ball, and if any profit is made by sale of tickets it goes to the library fund. Many evenings in the week are engaged in packing and domestic meetings, and the employees say they only walk out when they wish for air and exercise. (Witnesses Nos. 19 and 88.) In many of the houses I visited the employees subscribe to hire a piano during the winter. At the house mentioned above (No. 5) the employee defrays half the cost. A very uncomfortable place was reported to me by witness No. 71, who said she was leaving her situation in fear of permanent ill-health. The young women have no sitting-room except the milliners' workrooms, their bedrooms are wretchedly furnished, and although there is no bathroom they only have one small jug of hot water once a week. Without exception I found that things were comfortable when the wife or some near relation of the employer kept house. The cases of discomfort were under paid housekeepers. In some cases, however, housekeepers were quite successful, and the girls spoke of them with respect and liking.

Generally I found two or four young women in each bedroom, two in each bed. In two places I found separate beds for each young woman, and the employees thought it important for health and comfort.

In North Wales it is the custom for shop assistants to sleep out. In only one case (witness No. 116, proprietor of No. 20) extra wages were given to defray the cost of lodging.

(b) *English.* I received very detailed information about the food supplied in drapery establishments. The complaints were chiefly as follows:—(1) Weak tea instead of strong tea made in pots. Many of the witnesses said they spent money in buying tea and making it for themselves. (2) Badly cooked food, for instance, underdone meat. (3) Nothing amounting for breakfast, which generally consists of tea and thick bread and butter. The girls spend money in buying bacon, &c. (4) No variety of food, the eternal beef and mutton, with mackerel pie, and pudding with cold meat. (5) No fruit or green vegetables, causing indigestion and poor health. A complaint not so frequently heard is of food of bad quality. Witness No. 71 says drapers deal with their customers in turn for bread, meat, &c., and put up with any stuff they choose to send. The more general account is that the food is good enough, but badly cooked. Witness No. 36, with experience in keeping a house for working girls in South Wales, says the shopassistants who have lodged with her in the same cases when they have not lodged at their place of employment, have been satisfied with very simple fare for supper and on Sundays, but have complained of the bad cooking, carelessness, and

negligence at the shop. She thinks what they suffer from is the want of consideration and personal interest, which cannot be shown by a housekeeper serving for a large number.

Witness No. 75, now employed at a house much complained of (No. 4), says cocoa and milk can always be had instead of tea. She has never spent a penny in extra food, and thinks those who do so are too fond of eating and drinking, and spend their money on children do on sweets. No. 87, who lived for years in this same house, says she never took tea and had warm milk and water in preference. I visited the place shortly after breakfast time, and saw very nicely cut bread and butter and cocoa on the table.

The arrangements of the meals depend on the size of the dining-rooms and other circumstances. At some large houses the men and women live entirely separate. In some they dine in the same room, but at separate tables. In a very few cases they sit together. In small houses this last is the most common plan, and where it is adopted the young women grumble far less about the food than when they dine alone.

The shop assistants and the heads of other departments always dine and have tea at the shop, whether they sleep in or not. At the large shop already referred to (No. 6) the apprentices have tea the first year, and tea and dinner the second year. In most places the apprentices (shop assistants receive board and lodging from the beginning.

I heard a good many complaints of the long waiting after meal hours. According to the size of the shop the hands go up at two or three sets, shop-walkers and buyers being generally told off to accompany each party. Sometimes all the shop-walkers, buyers, and principal hands dine together, and in this case they have a better table. The plan is very unpopular with ordinary hands. If a shop assistant is serving when the first bell rings she must wait for the second and sometimes for the third, and she may be very faint before she gets her meal. One case of intemperance was reported to me in a town in North Wales by a resident (No. 123), who said that several girls had been dismissed from a large draper's in consequence of employing a messenger to bring them spirits and water which they took in excess. A shop assistant, who had been employed in the shop (witness No. 124), said that if such a thing had occurred, and she refused to deny that this was so, it was probably in very cold weather when the shop was almost unbearable, and during the dinner hours when the girls serving customers were kept long after the meal time for their dinner. Witnesses Nos. 87 and 88, who have been shop assistants for years and have now set up in business for themselves, advocate a compulsory form of closing at dinner time. They think such a provision necessary in shops that are factories, as the work of serving customers is so exhausting. They send their assistants out for dinner, as their premises are small. They dare not close as other shops remain open, and they often have nothing but a glass of egg and milk between their breakfast and supper. Other shop assistants and persons interested in the trade to whom I mentioned this proposal (e.g., No. 128) disapproved it, as they believe it would handicap the bread-draper, and that indirectly injure the employees.

The trade union of shopassistants is strong in Wales. (b) *South* 200 women in South Wales alone are members of it. Its officials boast that the undoubted improvement in the food and sleeping accommodation in the best-known shops is due to the public interest aroused by the union, and they also claim the credit of having considerably shortened the hours of shop assistants, and obtained a weekly half-holiday for all workers. In Cardiff, Merthyr Tydfil, Swansea, Carmarthen, and many other towns the half holiday is almost universally kept. In the north the clergy have taken an active share in organizing it. Saturday is a late night everywhere, the shops remaining open until 10 p.m. or later, but on ordinary nights the better shops now close at 7 p.m., and on the early closing day, generally Wednesday or Thursday, they close at 2 p.m. or even at 1 p.m. In Swansea a card was handed to me with, "You are requested to do your shopping before 7 p.m." printed upon it. A good deal of public attention has been attracted to the question, and the results are very satisfactory. Witness No. 72, with 18 years' experience as a shop assistant, gave the former basis as follows: From 8.15 a.m. to 9 p.m. on ordinary days, till 11 p.m. on Saturday, till almost as late on Friday, and till 4 p.m. on Wednesday. Now they are in the same shop. Where

8.15 to 5.15 p.m. on ordinary days, till 10.20 p.m. on Saturday, and till 2 p.m. on Wednesday. On the last night there is a break at 8 p.m. for supper. The difference between the new system and the old in such a case as this is about 12 hours a week.

Some witnesses prefer a half-holiday in the middle of the week to one on Saturday. These are young women who seem in delicate health and over-worked. The stronger ones say they would prefer Saturday, as then they could go into the country, and get a more thorough holiday, not returning till Sunday night. The large drapers are unanimous in wishing to close earlier on Saturday. Witness No. 53, the proprietor of a very good house, says the last hours on Saturday are more waste, and he only keeps open because others do. In Carmarthen Saturday is market day, and the shop assistants are hard pressed through the busy time. The custom of keeping open till 9.30 p.m., 10 p.m., 10.30 p.m., and sometimes 11 p.m. is general, although the tradespeople all object to it. Witness No. 125, who has long and intimate acquaintance with the town, says the people who flock in to market leave by an early train, and no shopping of consequence is done after 8 p.m. Witness No. 124, who has for some years worked among the poor, says that the cases she met with of over-fatigue and breaking down in health among shop assistants have been traceable to the long continued stress on Saturday. She favours a plan of opening shops which depend much on evening trade several hours later than others, and believes little custom would be lost if the shops were opened at mid-day. All agreed that a simultaneous effort would be necessary to prevent the harsher employers benefiting by the action of the more lenient. The average hours worked by the shop assistants, about whom I had reliable evidence, are 54½ per week, the highest being 62½, and the lowest 52½.

The rate of payment for this class in Wales is low. The following table gives the yearly salary, in addition to board and lodging, of the girls, about whom I obtained exact figures. In the cases where lodging is not provided or paid for, I have added 3s. per week, which is about the sum paid for a bed in a quiet respectable house. In the very rare cases where board is not given I have reckoned 5s. a week for it, and board and lodging together I have reckoned at 7s. a week.

Yearly salary with board and lodging earned by 443 women as shop assistants.—			
Not exceeding 10s.	—	—	8
Exceeding 10s. but not exceeding 15s.	—	—	51
“ 15s. “ “ “	—	—	101
“ 20s. “ “ “	—	—	165
“ 30s. “ “ “	—	—	130
“ 40s. “ “ “	—	—	3
Total	—	—	443

The employers I saw gave various causes for the low rate of wages of shop assistants. Some consider it due to the closeness of trade, and these are chiefly the proprietors of small shops (Nos. 53, 55, and 87). Others attribute it to the respectability of the occupation which causes parents to prefer it for their daughters to anything better paid (Nos. 54, 56, 58, 114, 115, and 116). Several witnesses, who are not employers but are well acquainted with the conditions of the trade, believe that the rate of wages depends on the narrow classes at employment offered to Welsh girls, and the constant influx of farm-labourers, and quarrymen's daughters into the towns in search of situations. These girls on their training are treated to domestic service, and "the counter" attracts them more than any other occupation.

Employers lay great stress on the premiums which are earned by shop assistants in the sale of apertured goods and job lots. Witness No. 128, a shop assistant of wide experience, says that these premiums are only earned at the individually sales, and as fines are deducted from these, very little benefit is derived by the shop assistants. Employers (e.g., Nos. 54, 58, 59, 34, 115, and 116) declare that an average gain, varying from 2s. to 14s. a week, is received the year through. The shop assistants examined have been very unwilling to name particular sums. Nos. 59 and 60 said perhaps 2s. or 2s. 6d. a week was the least they ever took. Nos. 87 and 88, described above, said this estimate would not be far wrong. No. 71 said premiums could never be counted on, and did not always go to the best hands.

Nos. 68 and 69 said the first hands in each department got everything, and the ordinary shop assistants and apprentices nothing worth reckoning. No. 76, in the same house as Nos. 68 and 69, and an ordinary shop assistant, said any clever saleswoman, even an apprentice, had an equal chance, and she had often taken over 14s. in one week. On the whole I found it hopeless to make any estimate of this possible source of gain.

Very later complaints are made by some of the shop assistants about the fines. It is alleged that they are excessive in amount, too numerous, and unduly imposed. In some firms fines amount to 1s. and many are as high as 6d. Over 100 fines are on the rolls in some places, and additional private rules imposing fines are also issued. The imposition is generally made by the shop-walkers and heads of departments. Witness No. 128 states that some of the fines are unnecessary, e.g., for the loss of a duplicate bill which has been handed to the cashier and subsequently lost. Witnesses Nos. 70, 62, 90, 87, 88, and 181, all shop assistants who have worked in houses complained of, say that such an occurrence as the loss of a duplicate without consideration on the part of the shop assistant is unlikely or impossible, and that fines for the non-production of a duplicate or for an incorrect entry in the index are necessary for the maintenance of an honourable standard in the staff. Three employees (Nos. 53, 35, and 116) said they did not use fines, but they all said they had to chastise careless shop assistants at once, instead of giving them a second chance by fining them. Witness No. 83 said fines were really for the advantage of the employee, and enabled the forewoman to deal with small faults. Without fines the faults must be reported, and the employer or manager would probably dismiss at once, as the supply of labour is so plentiful. No. 87, who for many years was head and head of the outfitting departments in large drapers' shops in London and Wales, pronounced emphatically in favour of moderate fines justly inflicted. She said a young shop assistant would not put goods in a wrong drawer, and when spoken to would say she found them there. On being told that she ought then to have removed them to their proper place, she would reply that it was not what she was paid for to mend other people's blunders. Instead of further altercation, which would be fatiguing and unseemly, No. 87 would impose a fine of 6d., and the lesson would be taught.

Witness No. 71 complained that in a house where in the private rules for the use of shop assistants is one against misbehaving customers, she had been fined because she and a material would not wash. No. 87, long employed in this house, when I questioned her as to that incident, said she thought the girl ought to have pleaded ignorance as she had not seen the material in process of washing. No. 71, when I told her this, replied that any experienced shop assistant knows whether a material is likely to wash, and she felt certain the one in question would not. She thinks fines have a tendency to foster falsehood and favoritism. Witness No. 128 states that in a house where he used to work the employer would look over the book of fines and if premiums were not sufficiently reduced by the fines inflicted, he would threaten the shop-walkers to fine them for being too lenient. No. 76, who had served in the same house, and No. 87 who had exercised the office of imposing fines there, told me that they believed the explanation of this statement to be as follows: The employer would notice a lapse in discipline, as, for instance, a group of shop assistants chatting together during business hours and neglecting customers. He would ask the head of the department if it had occurred before, and on hearing that it had, would ask if fines had been inflicted. If they had not been inflicted he would say, "It is your duty to fine for a 'break of the rules, and if you fail to do so I shall fine you for neglecting your duty." After hearing a good deal of evidence on both sides, I came to the conclusion that fines are resorted to more by men than by women. The women are not as keen as to the amount of their earnings, and they are far more fearful of dismissal from a tolerably good situation.

At one house (No. 4) a contribution is levied for medical attendance and physic. Witness No. 128 considers this a grievance as although nominally optional the staff know they must pay it for fear of the employer's displeasure. The medical attendance is perfunctory, and the physic useless, according to this witness. On the other hand No. 78 has recently been treated and says she was carefully nursed for three months, with constant change of medicine and satisfactory restoration to health.

(c) Chores.

All the employers I saw, and persons acquainted with the district, gave female shop assistants in Wales a good character with the one exception of intemperance already mentioned. The girls I saw fully carried out this good report. Witness No. 33 brings many girls from the North of England, and thinks them even steadier than the Welsh. Witness No. 38 says that when he imports labour from England or France it often causes trouble, and he regards Welsh girls as exceptionally steady. All the employers I saw said they were certain the Welsh shop assistants attended church or chapel as a rule. It was quite an exception to have a Welsh girl who did not belong to a congregation. They usually have beer if they like at supper, but not at dinner unless they are first hands. In some houses no temptations of lemonade, cocoa, or milk offered with beer. Witnesses Nos. 71, 83, and 89, all three intelligent women and of many years' experience, said the chief fault of shop girls was their anxiety to over-dress and walk out in the evenings with any friend they could pick up without sufficiently regarding what his position and character. They consider one reason for this is that the houses in drapery establishments are not made happy enough to tempt the girls to stay in even in wet weather. No 88 would like to see a general custom of apprenticeship so that young girls would be trained in a large and respectable house, where they might have evening classes and be subject to supervision. Now they often train in small shops of various kinds, and consider themselves too grown-up for instruction or supervision when they come to a large draper's. They are generally farmers' daughters, and, having no homes in the towns they work in, choose to be shop assistants partly for the sake of "living in." As one draper's (No. 6) the daughters of clergymen and lawyers are among the staff. The class of shop assistants is distinctly above that of ordinary dressmakers.

(d) Apprenticeship.

Two years is the usual time for girls to be apprenticed as shop assistants. In the South they pay no premium and board and lodge with the staff free of cost. In the North they generally pay a premium of two guineas or two pounds, and receive board but not lodging. Throughout Wales they can earn premiums on spoiled stock or job lots in the same way as shop assistants do.

(e) Rest.

None of the shop assistants I saw claimed to have seats behind the counter. They appear of seats in the show rooms, and in places where a girl can rest quietly for five minutes when at leisure. I had no complaints of harshness on the part of employers or shop-walkers in this respect, and in the shops I visited I frequently saw shop assistants sitting down in corners of the shop, or in show rooms. The witnesses were unanimous in saying short hours are far more needed than seats.

(f) The way they are treated—Drummers.

The sanitary arrangements of the houses I saw, both in the South and North, are good. In some cases there was a marked difference in respect of cleanliness and tidiness between the places used by dressmakers, milliners, and shop assistants. The dressmakers are generally the worst, and the shop assistants the best.

(g) The way they are treated—Shop assistants.

The Shop Assistants' Union is growing in South Wales, and several of the girls I saw already belong to it. Nos. 59 and 60, being very comfortably situated, have not joined, but intend to, as they consider the whole class has been improved by the action of the Union, and they desire to draw young girls they are acquainted with into it. The chief question discussed by members of the Union is that of hours. Next in importance with the women is food and the domestic arrangements generally.

(h) The way they are treated—Tailors and milliners.

Only the first hands "live in," and the condition of these is precisely the same as that of the first hands among the shop assistants, the shop-walkers, laywers, and heads of departments.

(i) Wages.

I found some cases of exceptional payment, when a head milliner or dressmaker had come from London or Paris, and her services were necessary to the reputation of the shop. In No. 4, a large drapery establishment, the head milliner receives 160*l.* a year, and has a separate sitting-room and bedroom. At No. 7, a smaller shop, a French dressmaker has a 100*l.* a year. At No. 6, the dressmaker receives 160*l.* a year, and at No. 14 the employer (No. 34) says any salary can be demanded by a really successful dressmaker with taste. The average payment of the ordinary hands is low. The following table gives the weekly earnings without board or lodging of the women about whom I obtained reliable information.

Weekly wages without board and lodging earned by 631 women as dressmakers and milliners—			
Not exceeding 4 <i>s.</i>	Exceeding 4 <i>s.</i>	not exceeding 7 <i>s.</i> 6 <i>d.</i>	Exceeding 7 <i>s.</i> 6 <i>d.</i>
5	7 <i>s.</i> 6 <i>d.</i>	104	133
10	10 <i>s.</i>	12	29
12 <i>s.</i> 6 <i>d.</i>	15 <i>s.</i>	48	68
15 <i>s.</i>	20 <i>s.</i>	36	35
			11
Total			631

It must be remembered that these workers have no chance of earning premiums by sale as shop assistants have. On the other hand, they are not required to dress well, and their occupation, although confined, is not so wearing to health and spirits as standing behind the counter and serving customers.

The hours per week without notice allowed by law are not often increased by legal overtime, and I received no complaint from any of the dressmakers I saw of illegal overtime. Trade is too slack to make dressmakers desire to overwork their hands. Many of the employers, both dressmakers and hatters, complained of the inaptitude of the girls in the morning. Witness No. 117, a dressmaker, thinks the Factory Acts are very unjust in punishing her for keeping her girls in late when she cannot get them to come at the right time. She does not fine them for being late, as their earnings are too small to bear it. As they receive 1*s.* a week without board or lodging, after two or often three years' apprenticeship, this is probably true. She seeks to enforce punctuality by "that little instrument, the tongue."

I heard no complaints of the character of the young women working in the dressmakers and milliners' workrooms in Wales. They generally live with their parents, being the daughters of mechanics and sometimes of tradespeople, in the town where they work. They return home for their meals, and are under the influence of their own people. Their pay is so small that it is difficult to understand why they go to the workshops at all. Witness No. 120 said his daughter worked for the sake of employing her time and learning something useful. She has a comfortable home. Witness No. 125, a Nonconformist minister, with a large congregation, said there were many of these dressmaking hands attending his chapel, and they were a steady class of girls.

Two and more rarely three years is the term of apprenticeship. The premium paid is two guineas or two pounds. Witness No. 118, a first-class dressmaker, said if the girl took pay the third year she gave her whatever work had to be done without touching her. If she remained without pay for the third year she took care to give her improving work, and showed her how to do it. Witnesses Nos. 20, 21, 22, 74, and several others gave 6*s.* and 6*s.* as the wages of a girl after two years' apprenticeship, if she were a good hand.

The workrooms I saw throughout Wales were of sufficient size, and capable of ventilation, though in many cases they were close, from the windows being shut at the request of the girls. In most of them whitewash was avoided, as being harmful to the eyes, and a grey or blue colouring used instead. A large workroom at (No. 7) was in a wooden building at the back, airy and cheerful, but which I believe would be hot in summer, and cold in winter. The conditions of the girls working in large drapery establishments, as better than those working for private dressmakers, as the former share the benefits attended by the shop assistants. In private houses the dressmakers are either completely locked out of the workrooms at meal times, e.g., Nos. 3, 18, 21, or else they take the food they bring in the workrooms (Witnesses Nos. 71, 73). In drapery establishments if they take their meals in, in bad weather, or because they live far from their employment, they have a proper dining-room for the purpose. The sanitary arrangements are as a rule far better in shops than in the private houses used by dressmakers.

VI.—TAILORS.

The principal tailors and clothiers in the south have several establishments in different towns. Women are employed in machining and in making vests and trousers. Witness No. 104, a tailor, assured me that women were employed in making coats and received lower pay than men for the same work. Witness No. 2, one of the principal employers he mentioned as being in the habit of engaging women at a lower rate of pay

(a) Hours.

(d) Chores.

(e) Apprenticeship.

(f) The way they are treated—Shop assistants.

Introduction.

than men to do precisely the same work, states that women in his shops never sit or press and never make coats. They will not afford a sufficient basis for apprenticeship to become skilled workmen. They prefer to start as soon as possible on moderate wages for inferior work. Witness No. 105 agreed that there are skilled tasks for special customers which would not be given to women. He states that highly paid tailors are engaged, not for the sake of doing skilled work, but in order to hoodwink the public and make it appear that most of the work is done by men. Witness No. 10, with a long experience in the trade, says that the public is quite in the dark as to how many men and women are employed, and that masters are only ailed to engage skilled workmen in sufficient number to perform skilled work. That which is given to women is the unskilled work, which does not pay enough to support men. Witness No. 185 employs a number of women and trains them to make vests, trousers, and coats of an easy kind, such as tennis and smoking coats. He employs men for darning and pressing, and has never had any trouble with the Trades Union. Some of his machines do vest-making and other work when out of use, and like the variety.

The earnings of piece-workers are very low, partly owing to fluctuations of trade. The rates are lower in the North and in Mid Wales than in Cardiff. The following table gives the wages of the machinists and sewers, about whom I obtained exact information in South Wales, Mid Wales, and the North.

Weekly wages without board and lodging earned by 173 women in tailoring (sewing and machining) —			
Not exceeding 8s. 6d.	..	..	13
Exceeding 8s. 6d., not exceeding 12s.	..	..	38
12s.	..	17s. 6d.	76
17s. 6d.	..	11s.	44
Total	..	..	173

I heard very few complaints about fines from the workers. One large employer in the South is noted for not fining even for mistakes and spoiled cloth, but witness No. 75, a home-worker in his employ, thinks he diminishes careless workers instead. All the managers and foremen I saw gave the girls a good character for practicality in coming in the morning and after meals.

The hours are not complained of as work is too slack at present to cause pressure. The usual plan as to meals is for the girls to go home for them. At No. 13, a large tailor's workshop, I saw a good dining-room, but the girls never use it preferring the change of going home. The sanitary accommodation in some old buildings in North Wales was outside in the back yard, but the firm is intending to build new premises. With this exception, the accommodation provided was good and always separate for the women. The ventilation of the workrooms was generally very good, and the girls had a good view of open windows than the dress-makers appear to be. The only ill health I heard of was a tendency to weak eyes at No. 13.

Witness No. 10 says he cannot prevent the tailoresses taking work home if he has it in the shop. They are jealous of out-workers getting it, and work it so often slack that they take to add to their earnings when they can. Witness No. 75 is a very respectable girl who only works at home. She learned in a shop, but her health would not admit of her permanently working in one. She fetches work once or twice a week from a first-class tailor's shop, and makes vests. Her account of other home-workers was very much the same as that which she gave of herself. She had never met with married women doing tailoring at home, and does not think it often happens in Wales. Witness No. 10 employs a few of his old hands who are now married, but in every case there are special circumstances to account for it. Women with no family and those with husbands invalided and out of health are accepted as out-workers if they are former employees of the firm. The shops I visited in the North and in Mid Wales employ no home-workers at all, as they are too slack to keep their own workrooms full. There is scarcely any work for their girls to take home. It is all done easily enough through the day.

VII.—WOMEN EMPLOYED IN THE TINTING WORKS, COLLIERIES, IRON WORKS, TIN STAMPING AND BRASS-ROLLING WORKS, SLATE-BURNING WORKS, AND BRICKYARDS.

Residents in the mining districts in the South (Witnesses Nos. 50, 51, 128) expressed a strong opinion

as to the unsuitability of outdoor work in collieries and iron and iron works for women. The Merthyr Trades Council passed a resolution condemning the employment of women in collieries and brickyards, which was communicated to me by their secretary. For this reason I gave particular attention to the nature of these outdoor employments both in the South and North.

The work which women are now doing in the collieries in the South is as follows:—Oiling the trams, unloading trucks of coal with a shovel, sealing the coal with the aid of a machine, packing out bits of ironstone, and carrying messages. None of this work requires much bodily effort. The workers are in the open air and are either working alone or in company with two or three other women. Their husbands, fathers, and brothers are working a short distance from them. They are roughly dressed, with their hair carefully protected from dust with a handkerchief. They appear to be in robust health. They frequently take holidays of their own accord, and their work is then done by men. No extra women are kept in all seasons.

In the iron works and tinplate works I saw women employed in carrying fish-pipes weighing from 10 to 20 lb., dipping the pipes in water-baths, cleaning the pipes, and sorting and coating them. I also saw some in the new and belt factories tending machines, but in no case hammering iron or blowing bellows. The work is of necessity dirty, but the girls look perfectly healthy, and there is no opportunity of great physical strain.

In the tin-stamping and enamel works and in the tinplate decorating works, girls are employed at the machines and also largely in the warehouse packing and finishing. In the factories the temperature is high, especially near the ovens in which the articles are dried. In the largest works this will be remedied in buildings now being erected, as the ovens will be far from where the women will stand. The work is very dry, but there is no physical strain whatever.

In the slate enamel works the girls polish the stone, and their occupation is similar to that of a housemaid polishing a steel stove. The slate is wet so that no dust is generated.

In the brickyards the only objectionable task is that of carrying loads of wet clay. The girls are supplied with barrows, but they continue to carry the wet loads on their backs. The moulding is very pretty work, and there is a good deal of light employment in taking the bricks from the moulding machines, piling them in trucks and packing them for burning. The girls look healthy and are reported by their employers to be steady practical workers. Several of those who expressed disapproval of the employment of women in collieries and brickyards were actively opposed that they were so employed in their locality until I informed them of the fact. Others (e.g., witness No. 50) were quite in the dark as to how many women were employed and for what particular work.

The payment in these employments is generally by the day, and the weekly average drops in slack times. In the tin-stamping works and the brickyards there is a good deal of payment by piece-work. I heard many complaints of the extremely small earnings of piece-workers in tin-stamping in consequence of slack trade. In the slate-enamel works in the north the girls are paid on a time job similar to that used in the tanning trade. The following table gives the wages of all the workers about whom I was able to obtain exact information.

Weekly wages without board or lodging earned by 683 women in tinplate, iron, tin-stamping and enamel and slate enamel works, at the pit brow and in brickyards —

Not exceeding 4s. 6d.	..	..	49
Exceeding 4s. 6d. not exceeding 7s. 6d.	..	..	81
7s. 6d.	..	10s. 6d.	193
10s. 6d.	..	11s.	330
Total	..	..	653

The only serious complaints of fines were made by girls in some tin-stamping works. A long list was posted on the factory walls, but the foreman (No. 12) assured me they were not often enforced. Witness No. 73, a worker in the factory, said her small earnings of 5s. or 6s. a week were greatly reduced by various fines. These she could specifically mention, however, did not appear frivolous. A worker interfering with a machine not her own or drinking beer

during working hours may be fined 5s. After 7 a.m. 3d. is charged for half an hour's and 4d. for an hour's idleness. All fines go to the sick club, which is managed by the workpeople. The women do not seem to have any voice in the management, but there is nothing in the rules to exclude them. Many of the hands employed by this firm have been brought from the English millmills. Witness No. 12, who is herself English, said that the English girls never like the time as they are punctual and skilled in the work. The Welsh girls are really lazier, and are fined chiefly for carelessness. There is a feeling against the foreigners on the part of the less skilled hands.

(a) Women.

The hours in the collieries and brickworks I saw are very short, partly because of slack work. Witness No. 48, working at mauling bricks, is on piece-work, and beginning early in the morning gets home by 3 or 4 o'clock in the afternoon. At some large tinworks (Nos. 37) there were no proper arrangements for taking meals, and the foreman (No. 17) said the girls often continued their task through the dinner-hour so as to get home early in the afternoon. The exact hours in all cases where reliable information could be obtained will be found in the Tables of References.

(c) Menstrual conditions.

The temperature in the rooms where there are hot ovens for baking mauling tin or slate is very high at the time when the goods are being taken out. At No. 34 a large room was being built which will remove this disadvantage, as there will be no ovens on the side where women work. The managers recognise that women knock up far sooner than men do if they are required to work in a very hot place. At No. 40 the windows were wide open, and the heat from the open oven was not oppressive in the part of the room where the women were polishing.

There is generally no comfortable provision for meals or dressing. The lavatories are not bad in themselves, but are often placed in the yard near the gates in an unsightly position. In some places the workers mostly go home for their meals, but as strict rules are observed, and I saw food being eaten in heated houses amongst machinery and strong-smelling materials. In some large slate-works I visited at dinner-time, the men and women were eating and drinking in groups in the workshops, small children bringing baskets of food, juice, and bottles. At some large brickworks, where the foreman gave the girls an excellent character, there is an dressing-room, and the girls roll their skirts up round the waist, working in a short petticoat, and let them down again for the walk home. Their comfort would be increased and the desire to present a decent appearance would be encouraged if a shed were provided in which they could take off and hang up their outer garments. The same shed might be used as a changing-room for those who do not go home for meals.

I came across no married women in the coal, iron, slate, and tin trades, nor in the brickworks. There are some widows, and I saw a few very old women. The employers and residents agreed that married women were never employed in these industries in Wales.

VIII.—WORKERS EMPLOYED IN FLANNEL, SHAWL, TWEED, AND HOUSING FACTORIES.

I found it almost impossible to get the workers paid by piece to make any statement as to their weekly earnings. The employers, I am inclined to think, give no ordinary wages what the pay amounts to when there is plenty to do. The figures given in the Tables of References have been verified by the evidence of workers, parents of workers, and persons likely to know the amount brought home by the girls. The following table gives the weekly wages in all the cases where I obtained exact information.

Weekly wages without board or lodging (as paid by 423 women in woollen, shawl, tweed, and hosiery factories)—

Not exceeding 7s.	62
Exceeding 7s. not exceeding 8s.	64
" 8s. " " 9s.	88
" 9s. " " 12s. 6d.	90
" 12s. 6d. " 15s.	111
" 15s. " " 17s.	24
Total.	423

I received no complaints of excessive heat. In the case of piece-workers there are practically none, as unpopularity punishes itself and work is so slack that

now that the employers encourage short time. Fines for spoiled work, such as 6d. or 3d. for a wrong web, are not considered unjust by the workers I spoke with. Old stains, except in the case of fine white shawls, are not reasons for fines, as the material goes through a process in any case, which removes them. At all the mills about which I received evidence the offices and canteens are paid by the firm, and no deduction on their account made from the girls' money. The girls clean their own houses after drawing a piece. They do this at work times, and speak of it as part of the task of weaving the piece. I saw several girls in the evening quite independently of their employers, and they said they were fairly paid for the work they did, but could not get enough to do. In some mill 1d. is charged to go to a quarter of an hour late, and after half an hour they are fined for a quarter of a day. For bad work they are cautioned first and fined afterwards. Three girls from these mills assured me they had never been fined during four and five years' work.

The meals are taken at home, or, in the case of girls living at a distance from the mill or factory, at the house of a fellow-worker. I saw no dining-rooms or any provision for cooking or hot water, and I could not hear that there was any demand for such arrangements. The sanitary arrangements are on a scale decent throughout Wales. In one large factory (No. 24) the girls clustered together and paid for a w.c. for their exclusive use, and closed it themselves. This expenditure was made five years ago. Witnesses Nos. 121 and 122, knotters, said they could not do such things now, as work is slack and wages too low. At a large mill in the same neighbourhood (No. 51) the w.c. on each floor are excellent, with good supply of water, and are kept clean by the ladies. At No. 55 the water supply is good, but the places are dirty. Witness No. 229, a weaver, said the girls would willingly clean them if they were allowed to do so. At No. 57, a mill worked by water power, very cool and clean, the sanitary accommodation is carefully provided, and the places kept clean by the girls, who take the duty in turn—two each week. In one mill the company has failed and the water has been cut off. The few girls still working there say it is very uncomfortable, but they expect to be discharged almost immediately. In one small hosiery factory the girls are working in the attic. The only w.c. for the whole house is in the cellar, and the girls have to pass through the retail shop to reach it. Witnesses Nos. 133 and 134, well-dressed, respectable, and very intelligent girls, complained of this, and said the employer's wife, who lives in the house, tells them there is no help for it.

The accounts received of the character of the factory hands varied very much. The employers, without a single exception, and they were steady and very punctual even after holidays. Intemperance was considered to be exceptional. On the other hand, witness No. 122, the official of a girls' club which expels members for intemperance or immorality, states that several factory girls are annually expelled for these reasons. The want of taste for domestic work causes them to spend the whole of their spare time in the streets, and this leads to mischief. Witnesses Nos. 120, 122, 121, and 122, all working in woollen and shawl factories, and there was a good deal of drinking among female factory hands, but each declared that it was not so among her fellow-workers. Not one of them could give me any specific instance within her own knowledge. Persons acquainted with the district and interested in the social condition of the industrial classes, concurred in thinking that nearly all factory girls in Wales are members of some congregation and attend a place of worship on Sunday, and graciously some meeting during the week. Witness No. 122, a man with long experience of a manufacturing district, says that nearly all the factory girls attend singing classes if they have any voice. Witness No. 122, the manager of a large mill, and having intimate acquaintance with the management of several others, says that the factory girls dress extremely well on Sundays, but not in so showy a style as similarly employed girls do in London and the North of England. He has never seen long, brightly coloured ostrich feathers worn in Wales as in England. With the exception of a few very untidy workers, who are married women, the hands I saw at work were neatly dressed, neat, clean, and healthy in appearance.

I have already alluded to the singing classes so general in Wales. At several of the factories where piecework is the rule, the girls go off for the after-

(a) High night-making conditions.

(c) Classes.

(a) Reason.

noon pretty frequently to chapel teas. The members of one congregation attend the tea meetings at all the other chapels in the place, and also any church gatherings. In one place I saw a large number of factory girls, believed to be Nonconformists, attending a church house. Even workers at a set wage are allowed off for a tea-meeting, if they hurry up their work and finish anything left undone the next day. I heard of one curious kind of recreation from the manager in a large establishment, who said that many of the regular staff died the first always sent a handsome wreath and all hands had a holiday to attend the funeral. "And there are many other tricks from time to time for them to look forward to," he added in a benevolent manner. The largest employer in Mid Wales, Sir Pryce Pryce-Jones, has encouraged the formation of a Recreation and Improvement Society, to which all the men and women employed in the Newtown warehouse, and in the factories connected with it, may belong. Women can serve on the committee, which is actually elected by the members. Besides the large field needed for various kinds of recreation there are separate reading-rooms for men and women supplied with books and newspapers. No debating society exists, but there is a good deal of discussion on the management of the affairs of the society at the members' meetings, and at times the women take an active part. There are balls, lectures, and concerts at suitable seasons, to which members can introduce friends. The subscriptions are as follows:—Apprentices and girls, 2d per month, men from 4d to 6d according to age and position, managers, 1s. A short time ago, on the occasion of a marriage in the employer's family, a large number of the employees were taken to London for some days. The girls I saw told me of this and those who had not been included in the treat knew every detail as well as those who had actually taken part in it. None of the workers I saw had been further than Walspool, a distance of 15 miles, except those who had visited London on the occasion mentioned.

The employment of married women is exceptional. At two large mills, Nos. 51 and 52, the managers do not object to them, but send their home some little time before their confinement, taking the advice of a medical man if necessary. The manager at No. 51 knew of no case of a married woman working unless she lived with a widowed mother or a grown-up sister, or had some one to mind the house. Witness No. 164, the secretary of the Girls' Club already mentioned, considers there is a strong public feeling against married women leaving their home untended, and believes the neighbours would prevent such a thing happening by their protest. This witness considers the factory girls make wretched housekeepers, spoiling their food by bad cooking and not knowing how to keep the place tidy, but they would not go away to the mill unless they had someone to take their place at home. Of the married women I saw at work one was said to be a widow with children at school. Another has a grown-up daughter who does not weave as well as her mother does, and prefers mending the bolls. Another has worked in the factory for many years. She has no children and supports a sick relative. Her husband supports only enough for tea, and her money goes for the expenses of the invalid. Several employers said there was a strong feeling against married women leaving home. They quoted cases of men who had wished their wives to work, but the wives and their relatives had refused. Witness No. 123, a minister with large experience, said he knew of no cases of married women working as an ordinary thing. All the cases he could recall were accounted for by special circumstances. He should disapprove of it unless there was proper provision for the home duties being performed.

I saw one room (No. 53) in which old men and old women over 75 years of age are making all kinds of flannel with hand looms. The flannel thus made is said not to shrink, and witness No. 162, who has used it for years, corroborated this statement. There appears to be little demand for it, however, and no new hands are being trained. A few hand-loomers are worked by men and women in some of the large mills, but the managers said none but old men and women did this work. The general earnings were about 12s a week when work was brisk.

IX.—WOMEN EMPLOYED IN MISCELLANEOUS INDUSTRIES. (a) Launderies and Dyeworks

The steam laundries and the cleaning and dyeworks I saw were well planned with excellent ventilation and

good sanitary accommodation. There were rooms provided for meals, except in cases where it was almost the universal custom for the girls to go home. Occasionally they took their tea in a workroom, but the one chosen was cool and large with no machinery in it. The washing machines, steam rollers, gas presses, drying frames, and other appliances were spoken of by the girls as easy to work and in good order. The washerwomen were provided with dry wooden stands.

In one large laundry the employer gives sufficient time for meals and supplies a kitchen. The girls take it in turn to cook and wash up, the one so duty being called "mother" for the time being. They have a bottle, sawpan, and frying pan, and bring eggs, bacon, and other articles for breakfast and sometimes for dinner. (Witnesses Nos. 85 and 86.) The general plan is to return home for dinner. Breakfast is always a substantial meal.

The only married women I saw were washers. The washers are not reported to be of such good character as the foldiers, ironers, sorters, and girls employed in cleaning and dyeworks. The washerwomen employed in the dyeworks (Nos. 85 and 86) think some of the washers are given to drinking, and they never associate with them.

In a large steam laundry (No. 24) the washers are a separate class, receiving about 7s a week set wage. All the other employees pass through the various branches of mangleing, folding, and shaking out wet linen, starching, ironing, straining, and packing. The girl who is now forewoman was mangleing girl five years ago. They are taken as learners at 14, a week, and raised gradually to 12 according to the skill they show.

Another firm, having steam laundries in several large towns, pay by the hour, beginning at 1d and rising to 4d. Those who earned 1d an hour in the cleaning and drying works, receiving 4d a week for the 5d hours, are glad to add to this by doing some extra hours of scrubbing, generally in an adjacent laundry. On the other hand, the ironing hands, earning from 2d to 3d an hour, complained to me that they were forced to scrub floors. The work is unattractive for them, and they cannot do it to the dearest clothing they are accustomed to wear. One girl (No. 83) complained that she did not know how to get to her work on scrubbing day as she disliked the neighbours to see her mudily dressed. The girls have no choice. If they refuse the work they are dismissed.

The earnings of these girls paid by the hour are very low. Witness No. 85 says she sometimes suffers from scorch in the feet and legs, and can hardly bear the heat of the large rollers she works for washing table-cloths. I asked her why she did not take a day at home when feeling ill. "My mother tells me to," she answered, "but my money is so small, and if I miss a day, it seems nothing to take home." This girl has one brother, a journeyman carpenter, married. Another brother is apprenticed to a painter, and they are sent for him to serve his time. The youngest brother earns 5s a week on an errand boy. The father, a deck labourer, had been out of work for months and the week before I saw him. She and her sister have been some years in the laundry. The proprietor washes for the barracks, and continues to mend the soldiers' clothes. The sister (No. 84) does that repairing at 1½d an hour. It is skilled work, comprising darning and patching, and she takes home only 5s 10d for a full week's work. The following table gives the wages of the laundresses and dyers, about whom I was able to obtain exact information.

Weekly wages without board and lodging earned by 180 women in steam laundries and dyeworks:—

Not exceeding 8s	..	..	63
Exceeding 8s, not exceeding 10s	..	..	71
.. 10s 12s	..	..	64
.. 12s 14s	..	..	2
Total	..	..	180

In these poorly-paid laundries there was strong religious feeling shown. The washers were singing hymns at their work, and one forewoman and she tried to put those of one way of thinking in the same room. She pointed out to me a Wesleyan and a Baptist room, saying the girls in each worked very well together in consequence of knowing each other in chapel. It is true, there were a few hands from some homes, but they were carefully watched and any suspicion of bad influence is a cause of dismissal. The greater number of hands here stated that they were total abstinents.

The rooms in which the lace curtains are dried, fasteners are sorted, and similar work done are necessarily very hot. The girls said they were not in them for long together, but some looked pale and overworked.

The hours are long in the laundries and irregular. On some days in the week ordinary work is very slack, and the employers mentioned these as regular half-holidays. The girls, on the contrary, say that hotel orders frequently come at odd times, and that after a late Friday they may be recalled for Saturday work. The employers all mentioned Monday morning as a slack time, and the girls without exception said that on Monday they had "a deal of scrubbing to do," meaning the scrubbing of the floors. Not one employer or employee was in favour of a statutory limitation of hours. The profits are narrow, and both classes fear failure as a result of any restriction.

In one case, where the same proprietor is working a steam laundry and a dyeing and finishing establishment close by, the girls in the former complained of the privileges enjoyed by the dye girls. They are paid better, their hours are shorter, they have no floor scrubbing to do, and they have an annual picnic party, paid for by the proprietor. The laundry girls need to join in this picnic, but were excluded from the last. The witnesses who told me of these differences said the reason was that laundries do not pay in Wales, and therefore the proprietor is not interested in that side of his business. Any interference with hours or condition of work would only make things worse for them and the laundry would be shut up.

(b) Bookbinding, Folding, &c., and Bag Making

The girls employed in printing offices and wholesale stations are engaged in folding papers or in tending folding machines, in lettering pages of diaries, &c., in setting pages for bookbinders, and in other minor light tasks. The girls employed in making paper bags fold the paper, paste the edges, and put the bags to dry in ovens. The bagmakers are generally of a tougher class than the others. The wages of the girls lettering and setting are for piece-work and amount up very fairly when trade is good. The folders, packers, and bagmakers have set wages. The rooms, with the exception of the drying rooms for bags, are cool, clean, and well ventilated. The girls are not many minutes at a time in the drying rooms. None of the occupations necessitate standing except tending the folding machines, but many of the girls stand at their work in preference. Some I saw were narrow-chested, delicate-looking girls. They said they had always been so. The forewoman said if they were sharp at reading and reckoning they could do as well as stronger girls, and I think it likely they choose the employment because they are not strong enough for others.

The pay is very much the same as that received by girls in paper-works and most other employments, the following table gives the wages of those I obtained reliable information about.

Weekly wages without board and lodging, earned by 24 women in folding, bookbinding, and paper-bag making:—

Not exceeding 7s.	93
Exceeding 7s., not exceeding 10s.	54
" 10s. " " 11	17
Total	94

The hours were not complained of by the witnesses I saw, as the work is slack and has been so for some time past. The piece-workers complain that there is not enough to keep them employed. These on set wages say they are never refused a free afternoon if they clear up their work next morning. Like the factory girls, they often attend chapel and other outings. All the employers reported the girls to be perfectly respectable and very punctual in their attendance. In most of the workrooms a forewoman was in charge. The bagmakers have a forewoman to manage them. The sanitary accommodation was fairly good in all the places I visited. No provision was made here for heating meals. The girls live near, and generally go home. When they do take their meals in they have no opportunity for cooking, and eat in the workroom.

(c) Mineral-water Making, Jam Making, Bottle Washing, Fooding, Finishing, and Confectionery

In mineral water factories women are employed in washing bottles, in bottling the waters, mixing

materials, and in filling on labels. Washing the bottles is similar to the washers' work in laundries, and is generally done in a large shed or covered yard. The girls are rough in appearance, apparently in good health. They receive a set wage of about 7s. a week. When work is slack their hands are turned on to wash, and one word. Beginners are always put to washing. The bottling process is more or less dangerous according to the machines used. In some factories the employees assist on the girls wearing masks. In others it is not thought necessary, and no accidents are reported. I heard of no serious accidents in any of the Welsh mineral water factories. Mixing the materials is skilled work, and in some factories was done entirely by men. I saw some very intelligent women employed as mixers, and the pay is from 10s. to 12s. a week.

The mineral water works are cool, clean, and well ventilated. In those I saw there was plenty of space, and the sanitary arrangements were efficiently attended to. No provision was made for meals, though in some cases the hands came from a distance and frequently brought their food with them. They choose a clear corner in one of the workrooms and sit on packing cases. The employers have never heard any complaints, and believe they are quite satisfied with the arrangements.

I heard no complaints from the girls I saw, except in the matter of holidays. One firm had called upon the girls to work on bank holidays and they struck. They soon returned and the manager has now proposed such a thing more. At one place all the hands are Irish, and there are many Catholic festivals kept.

The enormous demand for work is shown by the number of applications made for any vacant post. Neighbourhood told me that the yard of one firm was full of respectfully dressed women the morning a place was advertised. An employer said that ladies' meals and governesses had come to him for work, but he never took them, as hard work, like washing bottles, would soon knock them up. The foreman all reported the women to be steady and punctual. Witness No. 29, a large employer, is certain that if the girls were not temperate and respectable they could not stand as 6 a.m. as punctually as they do, and get through so much work. They all looked very healthy, and were decently and comfortably dressed. The Irish were above the class who are employed at the docks and would not accept job-work. I heard of no married women, except a few married whose husbands were invalid or out of work.

The girls I saw (Nos. 148 and 150) said the wages were low in these slack times, but they had no time to complain of. They had heard of fines for breaking bottles, but they looked so few that nothing was charged. No. 147, an intelligent manager, said they did not hurry the girls either in washing or taping the bottles, and for this reason there was very little breakage. He would disapprove of a girl doing the same thing all day long. They always tried to give them a change.

A good many girls are employed by jam makers, confectioners, wholesale grocers, chemists, and food merchants, in making jam and confectionery, washing jars and bottles, labelling and finishing them, and in packing goods. In some jam factories men only are employed to make the jam. In others, women receive from 12s. to 14s. a week for this work. Two girls employed in making confectionery were in the position of domestic servants, having been engaged as such, and taken into the bakery when they showed talent for learning to make pastry. The employer said he had trained several in this way, and they became cooks in private families on leaving him. The girls I saw were receiving between 7s. and 8s. a year with board and lodging. They were well and happy. I heard a report that in this bakery a large number of women were employed in bread baking sometimes through the night, but I found no foundation for it whatever. The story had originated in incorrect statements made by a discharged servant, and had been magnified by the lens of journeymen bakers that women would be employed in their industry.

Beginners in these jam factories, &c. are set to wash bottles and jars at about 7s. a week, and are promoted to labelling, finishing, and packing, at which they may earn from 10s. to over 12s. a week in busy times. In some factories there is a great deal of work in the hot season, and temporary hands are taken in. The evidence of residents tended to show that these girls generally went into domestic service on leaving. At one well-managed jam and confectionery factory (No. 28),

the plan is adopted of putting the fruit and making of into jam from time to time through the year as it is wanted. This ensures much steadier work in all seasons. The tinning is done largely by women, and they also fill the pots and finish and pack them. The actual making of the jam is done here entirely by men. The manager said men were more reliable in cooking the jam at an exact temperature with the aid of a thermometer. Women would trust to the look, smell and cook it as they would do it in their own homes. The men who make the jam are paid high wages as skilled workers. The women here receive from 5s. to 15s. a week, one or two rising to 3l.

I saw several women engaged in packing oatmeal at a wholesale grocer's warehouse. The work is very monotonous, but they can earn as piece-work as much as 12s. a week, and the conditions are not unhealthy. They were talking and singing together at the time of my visit, and one had been there eight years.

The following table gives the wages of the women employed in this group of industries in the cases in which I obtained exact information.

Weekly wages without board or lodging earned by 83 women employed in mineral water and jam factories and by wholesale grocers and confectioners:—

Not exceeding 7s.	5
Exceeding 7s. not exceeding 8s.	90
" 8s. " 10s.	36
" 10s. " 12s.	12
" 12s. " 14s.	8
" 14s. " "	2
Total	83

(A.) Papermaking, Tobacco-pipe Making, and Fancy-making.

The Elly Paper Mills, near Llandud, afford employment to about 30 women under exceptionally favourable circumstances. The manager gives them a good character for punctuality and steadiness. I saw one married woman whose husband is a sailor, but most of the workers are unmarried women over 16 years of age. Bag-making and grass-corters are now done by machinery, and women sort the paper and tend the printing machines. Some of the girls I saw had been in the works four or five weeks and were earning 6s. a week. One young woman, neatly dressed and looking very healthy, had worked there several years and was taking 12s. a week. The rooms are large and well ventilated, and the machinery very carefully guarded. The women take their meals in a room adjoining which is a comfortable little kitchen. The firm supplies a cook who prepares the food and does the washing up. There is no benefit club in connexion with the works, but the employees can deposit 1s. or upwards with the firm. They receive 5 per cent. interest, and can withdraw at three days' notice. The women take advantage of this arrangement very largely. There are no fines, punctuality being enforced by personal influence. In cases of continual unpunctuality late comers are shut out for an hour. There are two workrooms being built in which women are to be employed, and their dining-room and lavatories are to be placed in convenient proximity to their work.

Tobacco-pipe making affords light work for a few women, and the skilled hands can find a gross at making and fairly good money in net wages for packing. The business runs on the piece, sometimes being paid by the men they trim for. Very often girls learn for fathers and brothers. When they are paid by fellow-workers who are not near relatives, the employers say they themselves take the responsibility of seeing that a fair payment is made, and insist upon the payment being made on the premises before the employees leave. At No. 41 I found that 20 of the employees were members of only five families, and a witness intimately acquainted with several of the girls (No. 82) said there were a number of near relatives not included in this group. The women are never in the shops where the stores are. These workrooms are full of the clay dust, but they are cool and thoroughly ventilated. Some of the girls are very handsome, and witness No. 55 said a good many of them spend extra money by selling as the Christmas pantomimes. There was no provision for meals, as the girls live near and prefer going home.

Pose-making is another occupation in which women are employed. The factory I visited (No. 44) is under a double system of inspection, being under the provision of the Employers' Act. The only men employed were foremen. The girls looked healthy and their

work was very light. Some were wheeling small leavers across a yard. Others were working in the factory. In one room the girls had to wear non-explosive garments, which looked like heavy waterproof clothes. The rooms are large and well-ventilated, and there is a capital dining-room apart from the factory and well-lit lavatories on each floor. No fire can be allowed on the premises, but hot water is brought to the dining-room, and the whole of the premises are warmed with hot-water pipes. One hour for dinner and half an hour for breakfast is rigidly taken. The manager said he employed about 80 women, all over 16 years of age, and no married women. He paid them very steady and trustworthy. They are expected to pass the goods at 7 a.m. If 15 minutes late he fines them 1s., and after that starts them out full after breakfast. They leave at 4 p.m., and there is no overtime. All receive time wages varying from 4s. to 9s. The greater number are now receiving 6s. and 7s. a week. Men have never been employed in this work, and there is no trades union in existence which the women could join.

The following table gives the wages of the women in this group of industries so far as I could obtain reliable information:—

Weekly wages without board and lodging earned by 278 women employed in paper, tobacco-pipe, and fancy factories.

Not exceeding 7s.	160
Exceeding 7s. not exceeding 8s.	69
" 8s. " 10s.	52
" 10s. " "	6
Total	278

(B.) Unloading Boats, Shuck-making, and Rag-picking.

I heard a good deal of disapproval of the employment of women at the docks in unloading boats. It was stated that the work was too hard, and led to drinking; that it often went on through the night, men and women working together in the holds of barges through the night, and coming into coffee shops for breakfast in the early morning in a miserable condition; and that it was only taken up by a very rough class of Irish women, and is miserably paid. (Witnesses Nos. 77, 101, 102, 103, 29, 30, 31, all employees in the neighbourhood of the docks or members of local trades unions.) On the other hand, I received the following evidence from some of the women employed, their neighbours, and persons visiting amongst them and their employers. (Nos. 80, 81, 86, 97, 98, 1, 2, 3, 28, 109, 110.) The employees stated them to be steady and quiet as temperate as factory hands; that a good many of them are Irish, but a large proportion are Welsh; that men are as a rule employed for night work, though the women are anxious to take it and receive half as much again as for day work; that they receive 2s. and 3s. a day and break off for meals of breakfast, lunch, dinner, and tea time; and that they enjoy good health and are of very fairly respectable character. Two managers said that an irregular life would be quite incompatible with the physical strength required in unloading barges. The women themselves appeared to me to be in robust health. One very pleasant-looking Irish girl I saw in Cardiff is the wife of a sailor. Her sister, in delicate health, lives with her and tends the home and the two little ones. This witness says she did a week for her three rooms. She knows several families, living in two rooms for which they pay 4s. a week. Another witness in Cardiff, an old Irish woman, lives by herself in one room for which she pays 2s. a week. Her husband deserted her many years ago. Both these women pay 2s. and 2s. 6d. a pound for their tea, 2d. and 10d. per lb. for bacon, 6d. per lb. for cabbage, and 4d. for bread, which at that price they say is of the coarsest quality. Thirteen years ago they struck for higher wages or shorter hours. They obtained a rise from 1s. 3d. and 1s. 6d. a day to 2s. and 2s. 6d. according to the season and the number of hours per day. The shorter day was then fixed from 8 a.m. to 5 p.m., but gradually the hours have become longer and they now work from 8 a.m. to 6 p.m. and often half an hour longer without extra pay. If they are kept till 8 p.m. they receive more. These witnesses only complained of two things. Standing about waiting for work knocked them up before they began. Slack work caused them to fall into debt. Sometimes for three months they would have nothing to do. No saving is possible during the busy times, no debts are then.

paid off. In Swansea the women unloading fruit and coal are paid at a higher rate than those unloading potatoes in Cardiff. Is a day to the lowest pay for the former. The work as I saw it being done is rough but not unhealthy. In unloading potatoes one woman shovels them into a basket in the hold of the luggie. They are loaded up by a pulley and another woman supplies the basket into a sack, which when full is taken away by a man. In some cases the basket itself is carried away by a woman. These baskets weigh about 60 lbs., and the women carry them on their backs. Some of the women wore straw hats, as the sun was hot the day I saw them. Many were bare-headed. They looked far healthier than girls working in shops and factories. The expression on their faces was bright, and I do not believe there is a low moral tone or any general habit of intemperance among them. I spoke to several at the docks and saw some later in my own rooms, when I had the opportunity of asking them about the details of their home life. In Swansea the women I saw unloading fruit and coal in much the same manner as potatoes are unloaded. They wheel the heavier weights in trucks and have no need to make any great muscular effort. The day I saw them it was very hot, and they were neat, clean dressed and slender built.

The sack sewers I saw are Irish, but they are a little above the dock workers, and say they would not take jet work. They are receiving 15s a week for regular work, which they do in a large airy room at the top of a warehouse. In consequence of the number of slaves they have petitioned to take their dinner in the work-room, which they now do instead of going home. The pay used to be 9s a week, but the employer said that recent labour troubles have raised it to 15s.

I heard of a few rag-pickers in Wales. The usual pay is 1s. a day. The witnesses I saw had never had any illness from infection, but said the rags were very dirty and were never shaken or cleaned before being handled by them. They attributed their good health

to the fact of the work being done in open sheds with plenty of space. They went home for meals, as they could not find food anywhere near the rags. They could leave as early as they liked, so long as they had done the work the foreman set for them in the morning.

X.—General Remarks.

The very low wages paid in many industries to women in Wales are attributed by most of those who offered opinions on the subject to the small choice of employment. Nearly all farmers' daughters leave home to earn a living, and the daughters of slate quarrymen do the same. In many mining districts all the girls are without employment, and in all a good many of these are. Hence there are a number of country hands to compete for employment with the daughters of tradesmen and mechanics in the towns. Serving behind the counter is the favourite occupation of country girls, because a home is provided. Those living with their parents in the towns work for dressmakers and milliners. Any new opening afforded by a mineral water, jam, cake, or boot factory is stormed with applicants, and the managers can really fix the wages with almost arbitrary power. It is only where some skill is required, and the hands have become trained, that a rise of wages has been obtained. On the whole the complaints of the women are entirely about low wages and necessity of work except with shop assistants, who also complain of uncomfortable hours and long hours. I heard very few complaints of fines, harshness of treatment, long hours, or unsanitary conditions outside the class of shop assistants, and they concurred in stating that hours have been much shortened and home conditions improved since the existence of their Union.

I remain,
Your obedient Servant
(Signed) ERIC C. S.

T A B L E S.

Index No. of Firm.	Index No. of Witnesses.	Description of Place visited.	Occupation of Witnesses.	Number of Women employed.	Hours per Week.	Holidays.	Notes.
1	47, 51	Linen-draperies and millinery.	Run of garments and millinery.	30	54 for shop assistants.	Half holiday once a week.	Comfortable in premises, the shop assistants only.
2	106, 50	Linen-draperies and millinery.	Shop assistant and millinery.	2 shop assistants besides the house in workshop.	54 for shop assistants.	Half holiday once a week.	For shop assistants, but dinner and 20 minutes for tea.
3	55, 50	Ready-made and ladies' ready-made shop.	Proprietor and millinery.	General	-	-	-
4	11, 48, 78, 79, 79	Large linen-draperies and millinery.	Proprietor, two shop assistants, lady partner, and book-keeper.	25	47 for shop assistants.	One half holiday a week. 70 days in summer for shop assistants.	For shop assistants and 20 minutes for tea, 20 minutes for tea.
5	55, 50, 65, 50, 51	Large linen-draperies and millinery.	Shop assistants and dressmaker.	40	55 for shop assistants.	Half holiday a week. 11 days in summer for shop assistants.	Half hour allowed for dinner and 20 minutes for tea.
6	54, 51	First-class drapers and dress and millinery makers.	Employer and millinery.	50	54 for shop assistants.	Half holiday a week. 15 days in summer for shop assistants.	20 hours dinner and 20 minutes for tea.
7	54, 55	Linen-draperies.	Owner and customers.	2 shop assistants, 1 millinery, 20 dressmakers.	55 for shop assistants, 20 for millinery, 20 for dressmakers.	Half day once a week free.	Half hour dinner and half hour tea for millinery. Half hour for tea and one hour dinner for millinery. Half hour supper on late nights.
8	55, 55, 131	Ready-made and ladies' ready-made shop.	Owner and shop assistant.	5	54	Half day free once a week.	One hour for dinner at home.
9	56, 51, 51, 51, 54	Dressmakers.	Two employers, husband of one, millinery, and dressmaker.	30	54 holiday hours and full afternoon.	-	All go home for dinner except first house. One has tea in separate shop-rooms.
10	105, 54, 51, 51, 51, 54	First-class drapers.	Shop assistant, dressmaker, millinery, and three shop assistants.	100	47 for shop assistants.	Half day free once a week, and two weeks in summer.	Half hour dinner and half hour tea for millinery. Half hour for tea and one hour dinner for millinery. Half hour for supper on late nights.
11	106, 137	Small drapers.	Officer of Trade Union and former shop assistant.	10	55	Half day free once a week.	Half hour for dinner and half hour for tea, and half hour for supper on late nights.
12	126, 130	Shocking factory.	Employer and millinery.	15	Voluntary (piece-work).	Depends on work.	One hour for dinner. All go home.
13	144, 5, 16, 54	Tailors Workshop.	Tailor, employer, husband, and dressmaker.	42 on premises, 100 in workshop.	Regulatory hours. Christmas leave. Day 14 to May 14th this year.	Half day free per week.	One hour for dinner, half hour for tea. All go away for lunch.
14	51, 55, 71	First-class linen-draperies.	Employer, millinery, and shop assistant.	40	54 holiday hours in workshop 54 for shop assistants.	Half day free per week.	Dressmakers go to home. Millinery may stop. Dressmaker provided. Shop assistants have one hour for tea. All go away for lunch.
15	51, 132	Drapery store.	Shop assistant and millinery.	10	54	Half day free per week. 14 days after tea year.	Good food but badly cooked, and no variety.

[illegible]

Index No. of Firm.	Index No. of Witnesses.	Description of Place visited.	Occupation of Witnesses.	Number of Women employed.	Hours per Week.	Holidays.	Remarks.	
16	12	Winery store.	Shop assistant.	1 shop assistant.	10 - - -	Half day free per week, and one week in annual.	Very good. Wine not limited.	
17	114, 116, 117, 118.	Large knitwear and millinery.	Preparation, measuring, making of garments, dress-making.	50 dressmakers and milliners, 3 shop assistants.	10 - - -	Half day per week.	All boarded except apprentices, good table, and plenty of time.	
18	115, 119	Large knitwear and millinery.	Owner and assistant.	5 milliners, 20 dressmakers, 11 shop assistants.	10 in workshop 50; overtime very rare, 12 for shop assistants.	Half day per week.	For shop assistants only. Good table, and plenty of time.	
19	121, 122	Dress maker.	Employer and assistant.	6 - - -	6 a.m. to 2 p.m., one half-holiday, 9 to 5 for inspection and alterations. No overtime.	None beyond those required by law.	Obligated to take them at home.	
20	116, 114, 124.	First class bread-dryers.	Owner, cookhouse, and shop assistant.	20 dressmakers, 5 milliners, 5 shop assistants.	Times long in busy seasons, and short in quiet times.	Half day per week.	For all except apprentices. Very good.	
21	118, 120	Bonnet makers.	Employer and partner of dressmaker.	6 - - -	10 to 12 hours, overtime.	No.	As required by law.	Not allowed on premises.
22	155, 154, 153, and 152.	Knitting factory.	Employer, two girls, and machine boy.	6 - - -	10 to 12 hours, overtime.	No.	As required by law.	One hour for dinner, at home or with family, and half hour for tea in another way.
23	15, 16, 17, 18.	Bakery.	Owner, employer, baker employed there.	2 - - -	10 - - -	Saturday alternative.	With family.	
24	15, 16	Bakery.	Owner, shop assistant.	1 - - -	10 - - -	Half day per week.	Is room behind shop.	

Index No. of Firm.	Index No. of Witnesses.	Description of Place visited.	Occupation of Witnesses.	Number of Women employed.	Hours per Week.	Holidays.	Remarks.
25	18, 143	Woolen laundry.	Manageress, laundry maid.	47 - - -	12 - - -	Half day per week, general 10 to 12 hours, and from Friday to Monday or Tuesday at home.	Half hour for dinner and half hour for tea, both at home.
26	6, 27, 119, 127	Print and sewing paper office, with papering factory.	Manager, foreman, and folders.	50 bookbinders, 20 bookkeepers, 2 bookkeepers.	50 for bookbinders, 100 for bookkeepers.	Half day per week and bank holidays.	One hour for dinner, at home or in workshop.
27	7, 8, 10, 11	Printing and sewing paper office.	Manager, foreman, and folders.	4 - - -	10 - - -	Half day per week and bank holidays.	One hour for dinner, at home or in workshop.
28	41, 42, 43, 100	Brick yards.	Manager, foreman, employer, and clerk.	61 - - -	10 at most, sometimes less of at 12 am.	Bank holidays of 10 hours and also night days on the year. Half day free per week.	Three at home, three-quarters of an hour for breakfast, and hour for dinner.
29	41, 42, 43, 44, 100	Colliery.	Manager, foreman, employer, and clerk.	74 - - -	Under 10 - -	None - - -	None - - -
30	41, 42, 43, 44, 100, 101, 102	Knitwear.	Manager, foreman, friend of one player, resident, employer.	43 - - -	50 in yard, piece-work in mill, and 100 in two time yards.	None - - -	None - - -
31	54, 55	Mineral works.	Proprietor, foreman, and clerk.	20 - - -	30; overtime occasional.	Half day per week and bank holidays.	Allowed to converse of working - 1000. One hour for dinner, three-quarters of an hour for breakfast.

Working Accommodation	Wages	Hours	General Remarks
Comfortable	First hand \$34, others \$32 to \$26. All have board, help, gas, and provisions	None	Owner's wife keeps the house. Excellent table with choice of hot or cold meat. Several comfortable chairs. Pudding or fruit with hot meal. Bathrooms provided. All girls belong to religious organizations and regularly attend places of worship
Not provided	Domestics and waiters after two years' apprenticeship receive 25 to 30 per week, with board. First hand much higher. They sometimes enjoy two years' apprenticeship of 15 to 20 with board and provisions. All apprentices pay 25 to 30 cents.	A few	Employers at St. Elmo are daughters of business, tradesmen, and manufacturers. They live with their parents or in good homes known to their employer.
Not provided	Domestics from \$24 to \$28 per month, sleep outside the door, with board and provisions, and in general apprenticeship, for which they pay 15.	A few	Complains are made of heavy work, on Saturday, when shops are open until 10 p.m. St. Elmo is a popular place of employment.
Not provided	Two years' apprenticeship, and third year preferred. If the law is per week. If they are very good in the third year, it is 50 to 60 per week after two years. It is 40 to 50 after two years in training by one girl.	None	Particularly noticed by visiting, as the girls are too poor to pay fees. Workrooms looked cleaner than those very dirty ones.
Not provided, but sleep outside to prevent them paying fees	Domestics and waiters pay 15 to 20 for two years' apprenticeship. Apprentices receive a little the third year. Afterwards from 25 to 30, with board. Shop assistants pay 25 to 30 for two years' apprenticeship. Afterwards receive 25 to 30, per year, with board, provisions, and allowance for lodging.	None	Very steady girls. Have had Russian Czarina, but none at present. Give order on Saturday for other shops in the town.
Not provided	If 15 paid for two years' apprenticeship. Good money to implement in third year. Then receive, as apprentices, 25 to 30 per week.	None	Particularly steady railroad. Some girls are daughters of merchants. When English lands are employed, they live in the home. Ample lodgings not allowed.
Not provided	50 to 100 per week	None	The room has been engaged to staff inspector, but the ventilation is still bad. Sundry accommodations, too small, and girls must go down third from stair through the door to reach it. Not permitted to work full time unless they choose.
Good	15 to 20, per week, with board and lodging	None	These girls are 16 and 17 years of age, and were captured as domestic servants. They make pottery in the land, butchery, sewing. Working later than 7 p.m. No one reported their work for a letter or other of people in this country. The evidence was absolutely direct by Nos. 33, 34, and 35.
In another house	15 per week, with board and lodging	None	No. 36, daughter of a retired gentleman, complains of Sweeney sickness. About a foot behind the gateway. Shop very small, but neat and well ventilated.

[illegible]

Index No. of Mine	Index No. of Witnesses	Description of Place visited	Description of Work done	Number of Women employed	Hours per Week	Holidays	Notes
32	19, 100	Amberley	Firemen and employees	10 - - -	36, overtime during two months paid at 12 times rate	Half day per week, Bank holidays, one week at Christmas, one day divided between Easter and Whit Sunday, one day at Bank holidays	Taken in weekdays
33	19, 30, 130	Harrold works	Owner, firemen, and employees	15 - - -	36 in summer, 36 in winter, overtime 100%	Half day per week and Bank holidays	Three quarters of an hour's holiday, one hour for Christmas, one for the day of the summer. No change-room supplied.
34	11, 16, 15, 17	The steampan and enamel works	Manager, director of company, foremen, and employees	Over 500 - -	42, no overtime	Half day per week and Bank holidays	Half hour break, but not less than 30 minutes. Room at afternoon, but not in factory. No change-room supplied.
35	6, 24, 35, and 36	Stones laundry	Owner, housewives, and employees	71 - - -	40 extra time for washing process	Half day per week, Bank holidays, Good Friday, and Christmas	Half hour break, but not less than 30 minutes. Room at afternoon, but not in factory. No change-room supplied.
36	75, 151	Flint works	Foreman and employees	30 - - -	36, overtime 40% in 1908	Half day per week and Bank holidays	Not allowed on grounds of security, but now taken in weekdays on lay down (lay down during half hour break).
37	15, 16, 17, 178	Temple works	Two proprietors, foremen, and employees	40 - - -	52 - - -	Half day per week and Bank holidays	Foreman, as foreman, paid to leave early in afternoon. No change-room.
38	6, 35, 33, 34	Dryworks	Owner, foreman, and employees	40 - - -	Full time	Half day per week and Bank holidays, with extra day at Christmas, Easter, and Whit Sunday	Good change-rooms outside the works, half hour break, but not less than 30 minutes, and half hour tea.
39	7, 120	Large jam factory	Foreman and employees	50 - - -	42 - - -	Half day per week and Bank holidays	Locked out except on busy times, when food was taken on packing - room. One hour for Christmas, half an hour for tea, except hour for tea on busy times.
40	15, 30, 36, 37	Paper works	Manager, foreman, and employees	27 - - -	42 - - -	Half day per week and Bank holidays	Room supplied with linen, and cook paid by firm.
41	36, 30, 31	Tobacco pipe factory	Manager, foreman, and head of employees	20 - - -	52 - - -	Half day per week and Bank holidays	Half an hour break, but not less than 30 minutes, both in house.
42	1, 18, 51	Docks	Resident, two women who unloaded potatoes	100 to 1000 - -	6 a.m. to 6 p.m., sometimes 6 to 7 p.m. at 2 p.m.	Foreman, generally late off at 11 p.m. on Saturday	Dinner at 1 p.m. at home.
43	36, 37, 38, 39, 100, 101	Docks	Employee, clerk, foreman, and employees, resident	20 - - -	6 a.m. to 6 p.m., and sometimes through the night	Half day per week, other holidays excepted.	One hour for dinner, half an hour for lunch at 11 a.m., half an hour for tea at 5 p.m., and at home in coffee house.
44	36, 101	Flint works	Manager, resident	50 - - -	42, no overtime	Half day per week and Bank holidays	Good change-rooms provided, but no change-room, one hour dinner.
45	34, 35, 130	Temple works	Owner, foreman, and employees	110 - - -	48 - - -	Half day per week and Bank holidays, not Good Friday	No place provided, Green Island in different parts of works, the food brought by children.
46	140, 121, 122	Shire - enamel works	Owner, employees, mother of employees	15 - - -	42 - - -	Half day per week	One hour for dinner, Sunday at home, the rest in weekdays.

Sanitary Accommodations.	Wages.	Fines.	General Remarks.
Very bad.	Bottle washers, 10 per week; dishwashers (including labels, &c.), 15s. on average at piece work; other workers from 10s. to 12s. on average (including 10s. on), highest scarcely 17s. 6d. per week.	None.	Sheds dark, bright with sunlight. Ordered to dress neatly in factory in other respects. Present inmates have been into three parts or more. In thick rooms worst smells are admitted. This firm was first in the town to adopt electric light. Workrooms cool.
Poor, on ground floor.	Bottle washers, 6s. to 8s. per week; washers, 10s. to 12s.; other workers, 10s. to 12s. Piece-work work (including), 12s. to 14s.	None.	Irish girls, too good for dock work. Struck some time ago because nobody work was admitted. Only one married woman, and she has been here 14 years. No 20 has furnace in other terms the better class of work, and employs 10 English and Welsh women in these.
Poor, on every floor.	In shops, labourers, 7s. and 8s. a week (first hands, 3d. per week; 2d. was 10s. on, 6s. per week for beginners, 10s. for young men), 10s. for good workers. No work supplied by sub-contractors in shops.	Scarcely for bad work, using another's own share, &c. It has quarter day last.	Superintending in factory Mr. Fetherston. Very agreeable, but once in a while shop now being left there with the women's side. Almost all the girls are from English, Scotland, and some from Lancashire. Girls in warehouse reported to be staidier than those in factory, but receive less wages. Back and hand cloth, managed by workers.
Very good; on every floor.	From 1d. to 1s. 6d. per hour.	None.	Married women as washers. No engagements allowed on premises. One room called "Hospital room," where "Widow's room" (Widow's) lived in London. Some women taken from some homes but carefully watched. Piece-work objected to by No. 24, as it causes hurry.
Requests for women, but very clean.	Dark-rooms, 10s. per week. Description, all must eat. Used to be 10s. per week.	None.	Dark-rooms work on seventh floor, hence much are allowed in these rooms. Dark-rooms then dock-workers. Very few married.
Good, but in bad positions.	Piece-work; washers, 10s. to 12s. per week; labourers, 10s. to 14s.; other workers up to 1d.	None.	Women from 10 to 60 years old. Many have been employed by millinery and boots, especially in millinery and corset making. Some have been in other work. No strict rules as to meals. Some were doing in watchmaker's house doing up girls. Good health. Staidier character.
Very good, on every floor.	1d. to 4d. per hour.	None.	Some women very fast, but girls in them only for a short time. Very hot rooms for drying leather, but window sunny. Excellent. Good character. Good arrangements for sewing with gas stoves.
Very bad.	4s. and 6s. per week for beginners, 7s. and 8s. for workers. For other work, piece-work according to 10s., 12s., and 15 per week.	None.	The firm preserves food for subsequent piece-making. Women both the fruit, but men only make the jam. The girls reported very staid.
Very good, near the entrance.	After three months, 10s. per week. No on average, skilled workers up to 15s.	None, but if late, not allowed to come in for an hour.	Free married women, but none with young families. Machinery carefully guarded. Excellent ventilation. Thorough good understanding between managers and workers. No 20 has been at work here for 2 years, and says piece-work necessary reduced hours to 10s. per week, and mixed wages by 10s. per week. Some make deposits of 10s. and upwards at 2 per cent. interest, withdrawable at these days notice.
Requests for women, but very good.	Training, 5s. per gross, making, 6s., 7s., and 8s. per gross, according to from 10s. to 15s. per week.	None.	Twenty of the workers belong to five families. Most generally pay the managers, but employer advised himself that the payment is fair. No 20 says the girls have good health and are of staid character. Several are married. No 20 says several of the girls are in the Christian pastorate.
None.	10s. per day, and 10s. on long term; 6s. extra if they work 10 1/2 p.m., but no pay for half hour extra. 10s. 6d. per day for shortening pattern in half of hour. Employers of No 20 pay the cost for shortening, and pay the 10s. extra.	For being late, not allowed to come in for an hour for work.	Women look healthy. They carry baskets of 10 lbs. weight. No 20 is a mother with a boy under 10 years, eldest of her two young children. Previously on work for three months in the year. A strain 14 years old, and says were moved from 10s. to 10s., recently asked for 10s. 6d. or shorter hours (10s. to 5 p.m.), this was granted, but the house have some more men. Charley Smith do this work. On average completed three days a week.
None.	10s. per day; 10s. would not be over 10s.	None.	Three women asked about and from. One this a mother in the hall and looks 10 on her mother's side. In a room, above the dock, a child holds a work for baskets to be emptied into. The women are Irish and Welsh, and look very healthy. Reported no work of night occasionally, but No. 20 says he employs men for night work nearly always, although they are more cost (p).
Very good, near the dining-room.	10s. 10s. per week.	1d. if 10 minutes late, and that includes 1d. after breakfast.	The only men employed are four women. No married women, as no room the women were non-acceptable husbands. No heavy work. Girls reported staid.
More the girls.	In well department, 10s. per week. Black picking, 10s. to 12s. on, 10s. to 12s. on, 10s. to 12s. on, 10s. to 12s. on.	None.	No married women, but some widows. No girls under 15, and rarely under 16, or older than 30. Some women employed since factory built. The Trade Union parents, "meeting place," which was very little used. Welsh women are the staidest. Girls brought by some from from Sheffield not so staid.
Good; on upper floor.	10s. to 12s. per week.	None.	The women patch ornamental sides of cloth. No dust, as it is wet. The cost of controlling rules impossible if workers, when they are ordered, but maintain it good. No 20 reports girls healthy and staid in character.

Index No. of Place	Index No. of Witnesses	Description of Place visited	Occupation of Witnesses	Number of Women employed	Hours per Week	Holidays	Meals
47	155, 156, 157	Flannel and shirt factory and stockists	Manager, foreman, workmen	21	48, overtime 12 days half year	Half day per week, and half day frequently, as required	All go home, one hour for dinner
48	158, 159, 160, 161, 162	Warehouse of woollen (household) fabrics and cloths	Secretary of company, foreman, warehousemen, workmen, carters	25	48, no overtime at, occasional overtime	Half day per week, and half day when asked for. Ordinary short holidays. Five even as regular parties. Frequent closed for funeral of an old hand.	Dinner, one hour, taken at home, as in adjoining field
49	163, 164	Small stocking factory	Foreman, workmen	14	41	Half day per week, and half day when asked for. Bank holidays and annual parties	Dinner one hour, taken at home
50	165, 166, 167	Clothing	Manager, foreman, workmen	30	50	Half day per week, bank holidays, and annual parties	Dinner one hour, all go home
51	168, 169, 170, 171, 172, 173	Tweed and flannel mills	Manager, foreman, workmen	25	52, no overtime	Half day per week and bank holidays	One hour for dinner, one hour for breakfast. All meals taken out.
52	174, 175	Tweed and flannel factory	Manager, workmen	30	Generally 52, but three months in the year only 48	Half day per week and bank holidays	One hour dinner, one hour for breakfast, taken at home
53	176, 177, 178	Small home-made factory	Owner, weaver, customer	4	Short, work very slack	Unlimited	Taken at home
54	179, 180, 181	Printing and newspaper offices	Owner, manager, employee	4	48	Half day per week and bank holidays	Half-hour breakfast, one hour dinner, taken out of premises
55	182, 183	Green's warehouse	Manager, employee	11	Short hours	None	All go home to dinner. Breakfast and tea taken after work hours
56	184	Woollen factory	Employee	10	48	None	One hour breakfast, one hour dinner, meals taken out
57	185	Woollen shirt factory	Employee	24	56	None	One hour for breakfast, one hour for dinner, meals taken out
58	186, 187	Flannel and shirt factory	Employee	40	Short time, no business in slack	Any amount	No meals provided, but meals not turned out. An hour each for breakfast and dinner
59	188	Flannel and shirt factory	Employee	20	None	None	None
60	189	Blanketing yard	Employee	7	40	Saturday afternoon	All home

Sanitary Accommodations.	Wages.	Food.	General Remarks.
Fair, in back yard.	Piece-work, according to time 75, to 125, per week.	Adapted for meat, but not abundant.	No outworkers employed now. Several married women work in the factory. No 100 women workers as very steady and general. Several women are making an unusual living.
Very good, on top floor.	50, per week for less than ordinary hands 75, to 125.	None.	Expensive work in making up bundles of patterns. Workmen on top floor, top lot in summer, and two lots in winter. Prominent heads generally require women during illness. No married women. Fair milk given to local children.
In back yard.	75, to 125 per week, piece-work.	None.	Building very much, and will soon be replaced by a new one. Younger hands are employed in grading, others were stocking with machines. Work pay and ordinary scales as in No. 54.
In back yard.	Apprentices for three years receive 44, 45, 46, per week. Much work, 125. Working from 44, 45, 46, an average. One works 125, 44, 45, 46, another 11.	None.	An attempt to work in winter (machines) is postponed till next summer, which is now. Plans about to move into new premises. Women all coming in tomorrow, rest, and rest, but no present or future. No 100 complete of low pay for sewing.
Good, on every floor.	Apprentices from 44 to 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.	14, for 10 months' work. That can be quarter of full time work. For full work considered, one, and one time 14, or 15, for wrong work.	Twelve men employed for heavier work, and head boys. Two men working longer than the rest of the men in the factory. (No 100 and 101.) Men have not out of machines and are paid by time. Women close the doors after drawing a piece. No time for old men, as they disappear from the factory. Men, except in case of gas white front. The mill is a good machine, working with constant vibration. Women work less home work.
Good.	See girls in to 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.	None.	Especially competent workers. Mill well kept. Excellent ventilation.
.	50 per week, it is full work.	None.	The workers have one all over 75 years of age, as it is a dying industry.
Good.	Lessons, 50, per week first year, 55, second year, 60, third year. 100, 110, per week, mechanical by day work.	None.	Three newspapers printed here. Girls 100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260, 270, 280, 290, 300, 310, 320, 330, 340, 350, 360, 370, 380, 390, 400, 410, 420, 430, 440, 450, 460, 470, 480, 490, 500, 510, 520, 530, 540, 550, 560, 570, 580, 590, 600, 610, 620, 630, 640, 650, 660, 670, 680, 690, 700, 710, 720, 730, 740, 750, 760, 770, 780, 790, 800, 810, 820, 830, 840, 850, 860, 870, 880, 890, 900, 910, 920, 930, 940, 950, 960, 970, 980, 990, 1000.
Good.	Piece-work, 50, to 125, per week.	None.	No 100 has been here eight years. Most of the girls work on time in a room on the second floor. The ventilation is very good, but the girls look better. A few 100 and 101 have been here.
Very dirty, separate for men and women on each floor.	Working, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.	Two or three minutes 100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260, 270, 280, 290, 300, 310, 320, 330, 340, 350, 360, 370, 380, 390, 400, 410, 420, 430, 440, 450, 460, 470, 480, 490, 500, 510, 520, 530, 540, 550, 560, 570, 580, 590, 600, 610, 620, 630, 640, 650, 660, 670, 680, 690, 700, 710, 720, 730, 740, 750, 760, 770, 780, 790, 800, 810, 820, 830, 840, 850, 860, 870, 880, 890, 900, 910, 920, 930, 940, 950, 960, 970, 980, 990, 1000.	Workers work one hour each. Rooms for men are very bad. Girls have an office for 100 years. Girls on their own machines. Would like to be allowed to clean W.C.'s, which no one stands to.
Good. Girls keep W.C. clean themselves.	Working, 100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260, 270, 280, 290, 300, 310, 320, 330, 340, 350, 360, 370, 380, 390, 400, 410, 420, 430, 440, 450, 460, 470, 480, 490, 500, 510, 520, 530, 540, 550, 560, 570, 580, 590, 600, 610, 620, 630, 640, 650, 660, 670, 680, 690, 700, 710, 720, 730, 740, 750, 760, 770, 780, 790, 800, 810, 820, 830, 840, 850, 860, 870, 880, 890, 900, 910, 920, 930, 940, 950, 960, 970, 980, 990, 1000.	None.	There is a water tank. The employees are much liked, and girls say it is like a home rather than a factory. Some of the rooms look ill-ventilated.
Intelligent. Girls keep W.C. for themselves five years ago.	Working, 50, to 125, 130, 140, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260, 270, 280, 290, 300, 310, 320, 330, 340, 350, 360, 370, 380, 390, 400, 410, 420, 430, 440, 450, 460, 470, 480, 490, 500, 510, 520, 530, 540, 550, 560, 570, 580, 590, 600, 610, 620, 630, 640, 650, 660, 670, 680, 690, 700, 710, 720, 730, 740, 750, 760, 770, 780, 790, 800, 810, 820, 830, 840, 850, 860, 870, 880, 890, 900, 910, 920, 930, 940, 950, 960, 970, 980, 990, 1000.	Not engaged.	Men however none, but they used to be a team. Girls reported the hardest factory girls in district. Could not estimate women's work, as they were so much.
Very good.	Workers, 125, 130, 140, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260, 270, 280, 290, 300, 310, 320, 330, 340, 350, 360, 370, 380, 390, 400, 410, 420, 430, 440, 450, 460, 470, 480, 490, 500, 510, 520, 530, 540, 550, 560, 570, 580, 590, 600, 610, 620, 630, 640, 650, 660, 670, 680, 690, 700, 710, 720, 730, 740, 750, 760, 770, 780, 790, 800, 810, 820, 830, 840, 850, 860, 870, 880, 890, 900, 910, 920, 930, 940, 950, 960, 970, 980, 990, 1000.	Frequently none. Normally 100, 1	Girls work two hours. Good health and nice manager. Foreman in open room over children's house. Two boys but liked by girls. Handsome work and less money than with else.
None.	50 per day.	None.	Very little to report here for weeks. Mostly married women who look up at 100 or 101 each week. No 100 a wage. No 100, as paid in any. Never caught any disease. Boys not allowed at home. Some are very dirty.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

COMPILED BY

M I S S O R M E

(ASSISTANT COMMISSIONER).

FROM SEVERAL REPORTS

BY

MISS MARGARET H. IRWIN

(ASSISTANT COMMISSIONER).

ON THE

CONDITIONS OF WORK IN SCOTLAND.

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THE EMPLOYMENT OF WOMEN.

TO GEORGE DRAKE, Esq., Secretary,
Royal Commission on Labour.

SIR,

20 June 1905.

IN pursuance of instructions from the Chairman of the Commission and the Chairman of Committee C, conveyed to me in your letter of the 27th instant, I have the honour to present the following Report on the Conditions of Women's Work in Scotland, which I have prepared for the press. The Report consists of the greater part of the last three reports sent in by Miss Margaret H. Irwin during the time she held the appointment of Assistant Commissioner. I have omitted some paragraphs which did not bear on the subjects which the Lady Assistant Commissioners were directed to inquire into, and also some letters and other documents which, for various reasons, were not suitable for insertion in the Report. In a few cases I have supplemented the evidence collected by Miss Irwin, with information obtained by me when I visited with her several places of employment in Scotland last December. This supplemental evidence is contained in footnotes, and is in all cases introduced by me.

The Report is in the first person, and is in exactly the wording in which I received it from Miss Irwin. The order of the paragraphs has not been altered except that the two Appendices have been placed at the end of the whole Report instead of immediately following the section on shop assistants.

I remain,
Your obedient servant,
EMMA CARR.

THE TAILORING TRADE.

Introduction.

IN connexion with my inquiry into the conditions of women's work in the tailoring trade, I was invited to Glasgow in the month of August to confer with representatives of the Scottish National Operative Tailors' Society on the matter, and at a meeting of their executive, held subsequently, a committee was appointed to co-operate with me in collecting evidence regarding the women engaged in their trade.

Instructions were at the same time issued to branch secretaries of the society throughout Scotland that assistance should be given me in my inquiry at such centres as I might arrange to visit. It was further suggested that the early part of September would be a convenient time to begin the work.

As I was in receipt of similar requests from several of the organized men's trades in the west of Scotland that were desirous of laying information regarding the condition of the women workers in their trades before the Royal Commission on Labour, I agreed to respond to the inquiry I was then pursuing in connexion with the textile workers of the northern district, and to comply with their proposals for taking evidence in the early autumn regarding miscellaneous trades.

I drew up the following list of heads of the inquiry as those under which I proposed to collect special evidence regarding the conditions of women's work in the tailoring trade:—

1. Classification of workshops.
2. Rates of wages paid to women, as compared with those paid to men.
3. General wages rates; wages tables.
4. Departments of the tailoring trade in which women are competing with men; results of this.
- 5a. Attitude of the men's union towards women workers.
- 5b. Effects of married women's labour on the trade.
6. Situation of workshops.
Want of separate accommodation for men and women workers in workshops.
7. Division of the factory and Workshops Act through women taking work home to finish after shop hours.
8. Cases of overtime.
9. Irregularity of employment.

10. Various grievances.

- (a) Cases of girls working without wages on the apprentice system, and being dismissed at the end of a period of service.

(b) Cases of favouritism.

11. Results to workers of the Division of Labour system.

12. Home workers.

The method pursued by me in this inquiry was to classify the workshops, to select representative shops in each class, and to ascertain the conditions of work in these by personal visitation and by interviewing separately the employers and the men and women operatives there employed. If witnesses have been examined in connexion with the tailoring trade, these include 18 employers and over 60 female workers.

In my personal visitation of some of the workshops I have received valuable aid from Mr. John Stewart, Mr. McEldie, Mr. Kennedy, members of the executive of the Scottish National Operative Tailors' Society, from Mr. George Cooper, the general secretary of this union, and from Mr. Daniel McLaughlin of the Amalgamated Tailors' Union. The members of the Tailors' Union and their delegates to the trades council have also given great assistance.

I have further to record that I have met with great readiness on the part of employers to afford me every facility for inspecting their workshops, and to supply me with such information as I desired regarding wages, &c.

1. Classification of Workshops.

The shops may be broadly classified as first-class shops, second-class shops, third-class shops, semi-union shops, including those of the Jewish sub-contractors; clothing factories.

The first-class shops are those paying first-class rates of wages, according to the Tailors' Union list. These shops do not, as a rule, employ women as inside workers, except as machinists, in which case they are kept strictly to making for the men, and may be paid 18s or 20s in the week, or even more. The work in the first-class shops is almost entirely confined to what is known as "customer trade," i.e., the execution of special orders requiring superior skill in finish. The sewing is chiefly done by the hand, and in these shops women may be found employed in the proportion of one machinist, or at the most two, to 30 or 40 men tailors.

The chief grievance of the women in the first-class shops is the want of general and sanitary accommodation. There being only one woman, or at the most two, employed, their comfort is frequently overlooked, and no special arrangements are made for them.

In the second-class shops, those paying the second-class rate of wages according to the union list, the work, although still "customer" trade, is inferior to that of the first-class shops. As there is less hand sewing, the sewing machine comes more into play in the making of the garments, and more women are employed.

What the tailors regard as the third end of the wedge of female, and therefore cheap and unorganized labour, is introduced here in the making of vests.

This has been successfully resisted by the male operatives in the first-class shops, as the latter are staffed by highly-skilled workmen who are organized as members of the union, and are therefore in a position to regulate the conditions of work in these shops.

In the third-class shops there is still more machine sewing, a larger proportion of the workmen are women, and they take vests to a greater extent than in the second-class shops, and even trousers may be taken by the women here, although this is rare.

The non-union shops occupy a still lower grade. They are frequently staffed almost entirely by women, and coats may sometimes be made here by them. In the non-union shops everything is disorganized, and

(a) Classification of Scottish National Operative Tailors' Society in various centres.

(b) Method of inquiry.

(c) Classification of first-class shops.

(d) Grievances in second-class shops.

(e) Effects of married women's labour on the trade.

(f) Tailors' labour in second-class shops.

(g) Classification of third-class shops.

(h) Classification of non-union shops.

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MENT
OF WOMEN.

(1) Glasgow
shops.

(2) Glasgow
shops.

(3) In-
crease of
shop prices
paid to women
in Glasgow
shops.

(4) In-
crease of
shop prices
paid to women
in Glasgow
shops.

the rates may vary from week to week as the will of the employer.

In the shops of the Jewish sub-contractors the work comes chiefly from the wholesale trade, and consists entirely of ready-made "shop" garments.

Men and women work side by side in these shops, and on the division of labour system. Most of the workers are on day wages, and they are all outside the union limits. Good wages may sometimes be made in the Jewish workshops, but the specialties are, as a rule, second-rate.

Charity to the classes in the Gentile workshops, the machinists here are most frequently men.

In the clothing factories the work is entirely done for wholesale ready-made shops. The workers are all women, with the exception of the "cutter," and in some cases the "presser."

The work is done on the division of labour system, and as much as possible by means of the sewing machine.

2. Rates of Wages paid to Women as compared with those paid to Men

There is only one instance in Glasgow of a shop in which women are paid at the same rate as men; the shop is a question being that of the Co-operative Society in Great Clyde Street. The arrangement was brought about by a threatened strike on the part of the men against the women in the shop, who were gradually taking up, at a lower rate, branches of the trade previously earned on by the men.

The men insisted that the women should be discharged, but, on the intervention of the Tailors' Union, an arrangement was arrived at by which the women were retained, their wages rates being raised to the same level as the men's. The rates paid the women here are according to the tailor's "log," viz.—Vests, 3s 5d, to 3s 11½d, according to the class of work; trousers, 3s 4½d to 4s 1d.

All "extras" are paid on the same scale as to the men, and the women do their own pressing. In the busy season seven or eight vests per week and eight or nine pairs of trousers are made on an average. In the slack season the workers state they "are pleased with 3s, 4s, or even 3s in the week."

In shop No. 100, which is a first-class shop, the employer informed me he paid his women workers on a time log, but that their wages were certainly lower than those paid to the men for the same work. The following quotations were given me:—

Trousers.		Vests.	
Women's Rates.	Men's Rates.	Women's Rates.	Men's Rates.
3s 5d	3s 11½d, 3s 11d.	3s 5d.	3s 5d.

This employer, No. 485, stated that during the slack season he undertakes to pay wages to the women at the rate of 3s a week, and during the busy season a minimum fixed wage of 3s, a week with extra remuneration according to production. The women in this shop press their work, and for the purpose of saving weight heavy iron is substituted by the construction of the tables, which have appliances that enable the workers to run the iron over the cloth with little or no strain in lifting them. It is also a rule in this shop that the iron shall be carried in and from the stoves by hand.

In the course of a subsequent interview with this employer, he stated that there were certain orders on which he could not employ women, but that he had "no hesitation in saying that where women are employed on the same work as the men, they are paid at a lower rate than the latter." This was confirmed by the "cutter" in this shop, who stated that "the bulk of" work is given out indiscriminately to both sexes.

* Mrs. Irvine and I visited this shop, No. 100, together. The employer, No. 485, stated that he engaged ladies to do certain skilled work which women cannot do. When there is no work in the shop he gives them a day's pay, but they must be ready to go to work. For all the work they do they receive further pay than the men. Another cause for difference of pay is that the women do no cutting or fitting.—E. G.

E. 22310.

The workrooms here are large, well lit, and well ventilated, and excellent lavatories are provided. Shop No. 100 occupies an exceptional position in the trade owing to the fact that, whilst it is a first-class shop a large proportion of the workers are women and the rest are non-union men.

It is boycotted, or "blocked" as the men say, by the Tailors' Union, which has made several attempts to bring it within the pale of the society, and to establish in it the conditions imposed by the society's rules. The members of the union admit that the wages paid to the women are good, but, those being lower than the men's union rates, the employer obtains an unfair advantage by means of his women workers. Apparently the reason for the union's taking up so hostile an attitude to this shop, while others where the same system obtains are largely let alone, lies in the fact that it is a first-class shop doing "customer trade," as first-class "customer" prices, and as a rule the Tailors' Union have been able to attach and control these especially as regards the exclusion of cheap unorganised female labour. They therefore regard the successful experiment of this employer as a dangerous menace to the power and influence of the men's union. A further aggravation of the men's grievance is that in this shop women are employed in coat making, which is usually confined to men, except in the Jewish shops and the tailoring factories, which are not considered to interfere with the legitimate trade.

In shop No. 77, which is engaged both in order and wholesale work, the following figures were given me by the employer, and corroborated in a private interview I had with his workers, Nos. 123 and 124 (both women):—

Women's Rates For Sewing.	Men's Rates For Sewing, Pressing, and Pressing.
Tweed vests, 3s 5d.	3s 5d.
Boards . . 3s.	3s.
Trowsers, 3s 5d.	3s 5d.
Tweed coats, 4s 5d.	3s.

In addition to sewing, the men do the fitting and pressing of the garments they make.

In shop No. 78, which is engaged in the wholesale "shop" trade, the following are the rates:—

Women's Rates.	Men's Rates.
Vests, 3s, 3s 5d.	Not made by men.
Trowsers, 3s 5d to 3s 11d.	3s, 3s 5d.

Here the men press their work, a male "presser" being kept for the women's work.

In shop No. 79, engaged in the wholesale "shop" trade, the following are the rates:—

Women's Rates.	Men's Rates.
Tweed vests, 3s 5d.	No men workers.
Boards . . 3s 5d.	"
Tweed trousers, 3s 5d.	"
Coats . . 3s 5d.	"
Tweed jackets, 3s 5d.	3s.
Boards . . 3s 5d.	3s.
Tweed coats, 4s 5d.	3s.
Tweed . . 3s 5d.	3s.

Here the men fit and press the coats and jackets they make, while a "presser," who is paid 30s. a week, is kept for pressing the women's work.

In shop No. 80, where chiefly second-class work is done, it was stated by witnesses No. 127, a tailor, that trousers are finished by women at 3s. a pair, finishing including filling the feet of the trousers, putting in pockets,

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TABLEAU STATEMENT OF WOMEN'S WAGES (PIECE-WORK)—continued.

Index No. in List of Shops.	Class of Workshop.	Notes paid for Units.	Notes paid for Trimmers.	Average Wage or Number of Garments per Week.
Shop 130	Men women.	1s. 2d. to 1s. 6d.	1s. 1d. to 1s. 6d.	Day women (with home work) 15s. each month, 1s. 10 to 1s.
Shop 131	"	1s. 1d. to 1s. 6d., 1s. 4d., 1s.	1s. 7d., "extra" 2d. each item.	Day women (with home work) 15s., each month, 1s. 10 to 1s.
Shop 132	Makes for Jew tailors.	1d.	No trimmer made.	1s. 10 to 1s. 12 cents per week.
Shop 133	Makes for wholesale factory.	1d., 1s. to 1s.	Machine, 2s. per dozen, finishing of and 1d. per pair.	About 12 cents per week.
Shop 134	Makes for wholesale factory.	Units given out to women subcontractors 1s. 1d. and 1s. 2d. each.	Finishing, 1d. and 1d. per pair.	One pair takes about 7½ hours' wages (with home work), 1s. 10 to 1s.

(1) Difference of making and "finishing" work.

With regard to the "making" and "finishing" of trousers, it may be stated that the former includes cutting in thread the chalk markings of the cutter; looking for the machine; preparing for the pressing, &c., taking out busting threads and stitching small parts with the hand, preparing top heads for second stitching, making button-holes, and all the items included in "finishing."

These last named may be, as in shop No. 80, filling the foot seams, sewing on the buttons, and tacking the fly (this is paid at 1d., and the time required for it varies very much), or, as in shop No. 82, filling the bottoms, putting on bands, buttons, inside linings, tacking flies and pockets, opening and pressing bottoms (this takes 1½ hours and is paid at 3d., 5d., and 6d.), or, as in shop No. 110, putting on bands, buttons, waist lining, and filling the bottoms (this takes 1½ hours or more, and is paid at 3d. and 5d.).

The wages tables on p. 14 and the earnings of home workers, pp. 20, 21, 22, further illustrate the extent of the variation in rates that prevails among the women employed in the tailoring trade in making and finishing.

In the following instances the workers are on time wages:—

Witness No. 102 is a Jewish sub-contractor. He supplied the following information regarding the wages he pays:—

Machinists (men)	5 0 per day.
Finishers (women)	3 6 "
Button-hole hands (women)	3 6 "
Plain makers (women)	2 6 "

Witness No. 103 is a German Jewess. She is employed by a Jewish sub-contractor in a shop where men and women are engaged in coat making.

She is paid 2s. 6d. per day, and when idle receives no wages. Witness stated she knew several girls who are on a set wage of 6s. and 7s. per week, but declined to give their names and addresses.

Witness No. 123 is a Jew who makes coats for the wholesale shop inside. He stated he paid his women workers time wages as follows:—

Finishers	8s. to 10s. per week.
Machinists	15s. to 16s. "

This witness also stated that some of his skilled men machinists frequently made 21 10s. per week in the busy season.

Shop No. 37 is a second-class shop, and employs three women workers on time wages.

Witness No. 141 has worked here for eight years, and is paid 18s. per week for making vests. This is the only instance I have met with of a regular vest-maker working on time wages.

Witnesses Nos. 162 and 163 are machinists, and are each paid 16s. a week.

Witness No. 144 is a machinist in a first-class shop. She machines for 40 men tailors, and is paid 15s. per week.

Shop No. 108 is that of a Jewish sub-contractor. This employer stated he has usually from four to six women working for him, and that their wages rise from 1s. 7d. to 3s. and 3s. 6d. per day.

Witness No. 432, when I saw in this shop, stated she made 8s. a week.

Witness No. 433 gave her wages as "about 18s."

This shop afforded a curious illustration of the tendency of the Jewish tailors to sub-contract the work. I found that the machining here is undertaken by one man, the son-in-law of the employer, who sub-lets the machines and the work to the other operatives.

I endeavored to ascertain the terms on which this is done, but failed.

The following witnesses are machinists and all on time wages:—

Witness No. 142 is paid 1s. per week.

"	144	14s.
"	150	16s.
"	151	18s.
"	169	16s.

4. Departments in the Tailoring Trade in which Women are competing with Men.

The two departments in the tailoring trade in which women compete with men are vest-making and trouser-making, but this is only in the second-class, third-class, and lower grade shops.

In the first-class shops there is rarely, if ever, any vest-making done inside by women. Vests are sometimes given out to be made by home workers, but the Tailors' Union keeps a very strict watch on this, and suppresses it as much as possible. Trousers are never made by women in the first-class shops.

Coats are also made exclusively by men in the highest grade shops.

Two causes bring about this result in the first-class shops.

Firstly, these shops are engaged solely in "customers'" work, and their trade requires a high standard of skill, as regards cut and fit. These women workers very rarely possess in the requisite degree. Experienced workers have told me this is due in some measure to their not having served a regular apprenticeship to their trade like the men, also to their not having the muscular strength necessary to give the proper shape to the garments in the pressing process. (This latter is a delicate and highly skilled operation), and, further, many women workers assert, to the jealousy hitherto existing on the part of the men tailors, which has prevented their giving any assistance or instruction in their female fellow workers.

Secondly, the influence of the Tailors' Union among the operatives of the first-class shops has been successful in preventing them from the threats of what they consider to be cheap female labour.

Shop No. 100 has already been noted as an exception in its class. This shop, while employing a large number of women workers in vest, trouser, and even coat making, has been able both to maintain what is admitted as a first-class trade and to bid defiance to the union.

Vest-making is the branch of the trade where men most easily take up when they are allowed to do so, and

(a) Classes of shops in which women are engaged in men's work.

(b) Reasons why women do not compete with men in first-class shops.

(a) Why men's competition is not in vest-making.

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consequently in many of the second-class, and in all the third class and lower grade shops, where a less degree of skill is required, and where, as in the lower grade shops, the influence of the union is less powerful, vests are now being made principally by women. As women workers take the vests at the employer's own terms, while men insist on being paid at the union rates, the result is that vest making has become the chief plank by which women are being floated into the trade.

(a) Men's and women's rates for vest making.

The following are the men's rates for vest making according to the Tailors' Union log—

	1st Class	2nd Class	3rd Class
Tweed	3s. 6d. to 4s.	4s. 11d.	3s. 6d.
Down	3s. 6d.	3s. 7d.	4s. 3d.
Down	7s. 3d.	5s. 5d.	4s. 8d.

With these may be compared the women's minimum 7d., maximum (rare), 4s. 6d. (See wage tables, p. 266)

(a) Comparison of men's and women's rates for vest making.

Trowsers are chiefly made by men in second-class shops where a better trade is done. In some of the second-class, and in all the third-class and lower grade shops, they are made by women at the employer's own rates, while men make them at what is known as third-class rates. But even between the third class and the women's rates there is a great difference, as the following figures show:—

Men's Trousers Rates for Trowsers Making.

	1st Class	2nd Class	3rd Class
2nd Class	3s. 6d.	3s. 3d.	4s. 7d.
3rd Class	3s. 6d.	4s. 4d.	3s. 6d.
1st Class	4s. 3d.	4s. 3d.	3s. 6d.

With these may be compared the women's minimum 1s. 1d., maximum 4s. 3d. (See wage tables, p. 266)

Shops Nos. 100 and 107 have already been noted as exceptions.

(a) Men's and women's rates for trouser making.

Coats are always made by men, even in the second and third-class shops.

Women are to be found employed on coats in the Jewish shops and the clothing factories, where garments are made in the division of labour system, and they may occasionally be found in possession shops.

In shop No. 77 (second-class) the employer informed me he had had in his workshop three highly-skilled tailors, who turned on an average 80s a week in the making of coats and jackets. But, with the exception of shop No. 100, I have not met with any case in which women are engaged in what is technically called the "making" of coats, i.e., the making throughout, with the exceptions of cutting and fitting. In the Jewish shops and the clothing factories, the women are employed in selling and taking the linings, and in other less important work connected with finishing.

Thus, although in the third-class and lower grade shops the men have practically sold the exclusive right of making vests and, to a large extent, that of making trousers, in the second-class shops, which form a sort of debatable land for union and non-union influences, a struggle is still carried on against this invasion of cheap female labour. The battle is waged with more or less energy and success according to the influence of the union in the individual shops.

In the case of shop No. 107 (co-operative) already referred to, the union was successful in bringing about the payment of the women workers according to the Men's Union log, and so removing the objection of the men to their competition.

In some of the shops the practice has been introduced of employing tailors as machinists, the object being to employ these women on the making of vests during their spare time. As the machinists are all on time wages the vests they make fall in as extra profit to the employer.

Witness No. 140 is a machinist in shop No. 85 (second-class). A proposal was made by the employer here that she should assist the men with vest making. The latter, however, strongly resisted this, and threatened to strike if it were passed. After some conferences between the employer and the men, the former finally withdrew his proposal.

(a) Employment of tailors as machinists.

(a) Employment of tailors as machinists.

In shop No. 88, the machinist, witness No. 154, has a set wage of 15s. a week for machining, and makes one or two vests per week in her spare time, nothing extra being allowed her for this. Shop No. 88 is a third-class shop, and the men have been unable to resist the practice.

Witness No. 143 is a machinist, and has a set wage of 15s. a week. In addition to her machining, she makes, on an average, three vests per week.

Witness No. 144 is also a machinist and is on a set wage of 14s. a week. She makes, perhaps, from two to three vests per week on an average. No extra payment is given in either case for the vests made, and the women do them in addition to machining for from 8 to 12 men.

Witness No. 134 is also a machinist and has 12s. a week in shop No. 89. She assists with finishing. I do not quote further illustrations of this practice, but I am informed by many operatives that it is very general and has a tendency to increase. The opposition of the men's union to the practice is based on two reasons, firstly, that the vests made by these machinists would otherwise fall to the men workers, and secondly, as the women themselves complain, they are being made by workers under conditions.*

Another cause which gives rise to considerable discontent on the part of the male and female operatives is that of deducting for machining what they consider a disproportionate sum from the price paid for the making of each garment.

Theoretically the sum thus deducted goes to pay the wages of the women machinist and to pay the expense of thread and the up-keep of the sewing machine. The tailors claim that too large an allowance is made for this.

For example, a man makes a pair of trousers, which according to the tailors' log are rated at 4s. 6d. (third-class rates), but for which the man really receives only 3s. 3d., the difference being deducted for the machining. On an average an employer takes 4s. per week for machining of every man employed in his shop. In a third-class shop 15 or 20 men may be employed, giving a total deduction of 3s. or 4s. respectively. For 15 men the employer may keep one woman machinist at 15s. a week and a young girl as a "thread machinist" at 7s. a week, total wages equal 22s. a week.

For 20 men two women machinists may be kept, each at 15s. a week, equal to 30s., thus leaving a profit of 30s. in the one case and 50s. in the other.

In the higher grade shops the sum deducted relative to the wages paid is even greater, as the proportion of men to women machinists employed is larger, owing to there being more hand sewing and less machining on the garments made.

The women, and more especially the members of the Tailors' Union, consider that they are used as a means of unfair deductions from the men under this system, and from "esprit de corps" they object to it.

4a. Attitude of Men's Union towards Women Workers

Until recently the men operatives in the tailoring trade, when not distinctly hostile to women workers, have, for the most part, preserved an attitude of armed neutrality towards them. This is entirely due to the action of the latter in underselling them in certain branches of the trade. The rules of the Scottish National Operatives Tailors' Society contain a clause to the effect that no member of the union shall in any way assist a woman in work connected with the trade.

It may be stated, however, that although this rule has been instituted as a protective measure, and is indicative of the general policy of the society in the past, it has never been rigorously carried out in practice.

Within the past two years there has been a distinct change in the attitude of the men towards their women fellow-workers, and the members of the Tailors' Union take an active part in the work of organising the women, with the object of obtaining better conditions of work for them, and also to protect themselves from disorganised competition and underselling.

* I questioned one machinist on this subject in Miss Brown's presence. She explained to her required to take with her to make after the time for which she is paid—8s. 0d. I then asked a few questions further. They were given me in a friendly but not very frank manner. The women engaged in this work are not very numerous, and are not very well paid. They are engaged in the higher wages paid by men in the same trade. I understood that the employers at the end of the shops quoted have not been interrogated at these points—8s. 0d.

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(a) Attitude of the men towards women workers in the practice.

(a) Deductions for machining.

(a) General attitude of hostility.

(a) Protective clause in the rules of the union.

(a) Change of policy in the past.

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Individual members of the union have long shown an active sympathy towards the women workers, but it was only at the annual conference held in Glasgow in February 1899 that any formal expression of interest was made by the society. This is very much due to the migration of the Glasgow branch of the union. The following resolution was proposed by Mr. George Cooper, secretary, and carried unanimously:—

"That in any firm where female labour is employed, and the standard rate of wages and recognised time lag not paid, it should be the duty of the N.E.C. to stamp each firm 'unfair.' Further, that our members be not allowed to work therein (all on these conditions are complied with N.E.C. branch committees, and members do have this rule strictly enforced. Further, it is an instruction from this conference that all branches make inquiries, and wherever this grievance exists they communicate the same to the N.E.C. Also, it be an instruction to the N.E.C. to initiate a movement for the organisation of the female workers in our trade, the basis of our society to be responsible for the initiatory expenses. In no case shall any of our members be justified in teaching or in preparing or finishing work for females."

In Glasgow an effort has been made by the Women's Protective and Provident League to organise the women workers in a union. This union sends two women delegates to represent it at the Glasgow Trades Council.

Very friendly, although quite informal, relations exist between the men's and the women's union, and it is expected that the action of the former may, in the future, have important results in regulating the conditions of women's work in the tailoring trade. Some difficulty remains to be overcome on the part of the women themselves. Owing to the somewhat hostile attitude shown, they in the past by the men's union a slight mistrust has been engendered towards the latter. This, however, is apparently fast disappearing.

What the women chiefly fear is that any agitation on the part of the men for the payment of equal rates to women workers might result in the exclusion of the latter from the trade. The general opinion among the more intelligent and experienced female operatives, e.g., witnesses Nos. 139, 140, 162, 370, and others I have met, seems to be that it would be more profitable for the women to stay at a time lag of their own, which would give not equal rates but a partial adjustment of the discrepancy that now exists between their rates and those of the men, at least until altered conditions allow of a woman's obtaining the same training and skill as are possessed by the men workers and being admitted to first-class shops and all the branches of the trade. Opinion is, however, much divided on this point.

5. Effects of Married Women's Labour on the Trade.

A strong representation has been made to me by various workers (wholly women) regarding what they consider the evils resulting from the competition of married women in the trade.

It is contended that the latter not only unduly increase the competition, but that, in many instances, as married women are not entirely dependent on their own earnings, they take work at lower rates than women who are, and consequently their work has a strong tendency to lower wages. I cannot say that I have met with evidence to confirm the latter part of this charge, and from the cases of married workers which I have presented, I am disposed to conclude that if any tendency does exist among them to take work at lower rates, it is more probably due to the greater pressure of their circumstances. (See witnesses Nos. 153, 268, 269, 304, 378, 379, among the home workers, pp. 30, 31, 22.)

There is also a possible tendency in the employment of married women to draw the work from the shops to homes, where it may be done under bad conditions.

A strong feeling exists among many of the operatives that employers should be recommended to make some arrangements to the disadvantage of those they employ, with a view to controlling the competition of married women in the trade. It is, however, a little difficult to see how this could be made effective.

Witness No. 270 quoted two cases in illustration of what she considered to be the unfair competition of married women.

In one case, the wife of an engineer, who is in steady employment, receiving good wages, takes work regularly from the shops. This couple have no family

In the other case the husband is a head waiter, who takes summer engagements at Highland hotels and goes into the rest of the year, leaving his wife to support him.

Witness No. 186, who is a woman of unusual intelligence and experience, is strongly of opinion that the unregulated competition of married women in the tailoring trade is injurious to the interests of the majority of the women workers. Witness states that in many instances tailors marry women engaged in their trade, and after marriage take advantage of their wives' labour to live in idleness. This witness also strongly urged that employers should inquire into the circumstances of the women they employ, and that some check should be placed on the competition of married women.

6. Sanitation of Workshops.

I have found in the course of my inquiry that many tailors' workshops are extremely defective as regards sanitation. As a rule they are either attic or what the workers term "put" shops.

In the former case they usually consist of long, low garrets, with a "lean-to" roof, and are reached, it may be, by five or six flights of close, filthy, evil smelling stairs. As every landing the air of these may be polluted by effluvia from a lavatory, which is usually in a most insanitary condition. Very often no lavatory exists. By an almost universal and highly objectionable arrangement the tap that supplies the water for drinking purposes is also to be found in the limited enclosure of the lavatory.

In summer the heat in these attic work rooms is intolerable, owing to their nearness to the roof and the skylight windows by which they are lighted, while the shops in the wall and the ceiling out of a large proportion of the cubic feet of air. In the winter the workers suffer equally from cold.

The conditions of the tailors' workshops seem sometimes to induce a degrading slovenliness of attire in the men workers.

In the "jet" shops there is sometimes an entire absence of daylight, when the gas is kept burning from morning till night. These shops, which are practically cellars, are usually reached by steep stairs, unlighted and dangerous of descent to those not familiar with them. These frequently terminate in close, dark passages that serve to further cut off the work rooms from the outside air. The atmosphere of these shops is usually heavy with the fumes of gas—more particularly in the case when, as so often happens, gas stoves are employed for heating the pressing iron.

I have not found that the fact of a shop being a first class was immune from the accommodations provided for the workers is superior to that of the lower grade shops, or that the place a shop occupies in the trade classification can be taken as any indication of the sanitary condition and appointments. I have found clothing factories, slip shops, and Jewish workshops, although merely the last named, in which the lighting, ventilation, and sanitary accommodations were admirable, while first class employers might be found who lodge their workers in either or cellars, where arrangements for health and decency are alike degraded.

As already stated, owing to there being rarely more than two women employed as inside workers in the first-class shops, there is usually no special provision made for their comfort. The following case may be taken as an example. Shop No. 91 is a first-class shop engaged solely in "customers' trade. Forty men tailors are employed here and one woman machinist.

This shop is approached by a narrow, steep staircase with 72 steps. This staircase is perfectly dark most of the way and extremely dangerous in some parts. As a result of previous experience, I had provided myself with a taper and matches on the occasion of my visit, and so was able to get safely over the worn and broken steps. I was informed a fatal accident had occurred here a few years ago. On reaching the workshop I found the room set apart for the machinist to be a sort of box partitioned off from the men's quarters. It has a sloping roof and measured six feet by nine. The only means of ventilation provided is a skylight window in the roof, which cannot be opened, because by a strange arrangement it opens, not into the outside air, but under another roof, that of the lavatory provided for the men. This latter is the only sanitary accommodation in the workshop. The water supplied for drinking is from a tap in the same enclosure. The machinist, Mrs. No.

(a) Defective
sanitary
conditions.

(b) Attic
shops.

(c) "Jet"
shops.

(d) Conditions
not
improved
by
machines
in
the
trade.

(e) Example
of
sanitary
conditions
in
first-class
shop.

The
factory
of
Wooler.

164, who is paid a set wage of 19s. per week, looked wonderfully healthy considering the conditions of his work, but this was probably due to her living in a country suburb and going home every evening. Her hours are 8 a.m. to 6 p.m., with an interval of 1½ hours for dinner. Saturdays 8 a.m. to 1 p.m. She said she had to work very hard to keep 40 tallies going, but that her wage was fine, and she considered herself well-off in the matter of holidays, being allowed a week at the full time and one day in October and one in April.

On No.
76, the
factory
of
Wooler.

In shop No. 76, that of a Jew contractor, I found the workrooms close and overcrowded, the men and women working by each other. Sanitary accommodation is common to both sexes.

In shop No. 77, a non-union shop, doing an inferior class of work, the workshop is large, airy, and fairly clean. Lavatories and dressing rooms are provided for the women workers.

In shop No. 78, also a non-union shop, but of a better class than No. 77, the workshop is excellent as regards lighting and ventilation, good lavatory accommodation is provided specially for the women workers.

In shop No. 79 the workrooms are dark, dirty, and dilapidated, and the sanitary accommodation is sufficient.

In shop No. 80, which is a trouser factory, between 60 and 70 workmen (women) are employed. The shop is close, dirty, and badly ventilated, only one lavatory is provided, and the water supply for drinking purposes is kept in the same enclosure. The workers strongly object to this.

Shop No. 81, four men and eight women are employed. Only one lavatory is provided, and this is used by both men and women.

Witness No. 137, a worker, here complained of the extremely dirty conditions in which the lavatory is kept, and affirmed it is cleaned only once a year.

Shop No. 84 is a second-class shop.

This is one of the "put shops." The descent to it is by a rusty, perpendicular stair, terminating in a long, dark passage strewed with dirty rubbish. I found the atmosphere of the workshop very close and unwholesome, the only daylight came through a grated window looking up into the street, and the air was laden with the fumes of the gas which was burned during most of the day. There is only one lavatory provided for both sexes, and this the girls state they find impossible to use owing to its situation. A worker here, witness 138, was obliged to leave on account of illness brought on by the unsanitary conditions of the shop.

Shop No. 85 is a second-class shop. It consists of two sites, a large one where the men are employed and a smaller one set apart for the women, who are the only women workers. The workshop is of a sufficient size and otherwise satisfactory, but the state which leads to it is extremely filthy, and, according to the statement of witness 140, "is never swept from one year's end to another." This witness further stated, with regard to defective ventilation that, only one lavatory is provided. This lavatory is a dry one, and is used by about a dozen persons of both sexes. Witness affirmed it had only been closed twice in five months. From the conditions in which I found it on the occasion of my visit I am disposed to believe this assertion. On account of the efforts witness has four times appealed to the sanitary authorities on the matter, but although an inspector called on every occasion after her application, no alteration has been made in the sanitary arrangements. The first appeal was made by witness six months previous to her making her statement to me respecting the matter.

Shop No. 86 is a second-class shop. The women employed here are six in number and they practically work in the same room as the men, the arrangement being that the latter sit on the floor in the centre of the room, while the former are ranged outside of this on a raised platform, which is separated from the rest of the room by a partition about 3 feet high. Only one lavatory is provided for both sexes. It is at the entrance to the shop, and a sink and water tap for drinking is in the same enclosure. The lavatory was in a very dirty condition when I visited the shop, and the workers complained to me respecting it.

In shop No. 82, in which nine women are employed, the lavatory accommodation is common to both sexes.

In shops 83, 85, and 84, each employing one girl, no sanitary accommodation is provided.

Shop 89 is that of a sub-contractor, who makes trousers for the Jewish middlemen.

The
factory
of
Wooler.

On my visit to this shop I found seven women employed in the work-room. The latter is a good sized apartment but bare, dirty, and dilapidated, and there is no sanitary accommodation. It is approached by a dark and filthy stair, on which I was informed by one of the neighbours the rats from the drains swarmed even to the daylight. The women were dirty, ragged, and miserable looking, and the average wages earned are the lowest I have met with (see table of wages). This shop is situated in one of the poorest localities, and, with its workers, represents the lowest conditions in the trade.

Shop 95 is that of a female sub-contractor, who used her private house as a workshop. The rooms, although small, were fairly comfortable and clean.

Shop 97 is a second-class shop. I found three women employed here. They have a room set apart for them, which is clean, well lit, and fairly well ventilated. The only grievance complained of is the absence of lavatory accommodation for the women. The sanitary authorities have visited the shop several times, but the girls think that owing to their difficulty in speaking of this matter they have been misunderstood, and the defect has not been detected.

Shop 98 is a shop factory in the East End, the wages are low, and a very poor class of workers is employed, but the workshop is one of the best I have seen in respect of cleanliness, lighting, ventilation, and sanitary accommodation. The latter is outside the workshop and kept in excellent condition. The workshop itself is high in the roof and has plenty of floor space. A large bay window at the end gives an abundant supply of light, and there are also ventilators throughout the room, which is at an unusually large one.

Shop 99 is that of a contractor to wholesale manufacturers. The workshops occupy the attic flat of the employer's dwelling-house. I found here the usual "lean-to" roof, with its consequent closeness of atmosphere. The rooms in this case are very small. Light, and air can only be had through the single skylight window to each. This shop employs a very poor class of workers.

Shop 100 is a first-class shop. The peculiar conditions of work in it are already described on page 13. The workrooms are excellent in point of sanitary arrangements and general comfort.

Shop 101 is a large clothing factory. The workrooms here are large, bright and airy and the sanitary accommodation is satisfactory. The workers were very respectable looking girls, and, I may mention, as a pleasant footnote mark with on my visit to this shop, that on being taken round by the employer, I found them engaged in singing together in chorus in the several rooms. The singing was not interrupted by the entrance of the employer, who seemed to have very good relations with his workers.

Shop 102 belongs to a Jewish sub-contractor, who uses his house as a workshop. The employer here showed great readiness to give every information regarding his workers and their wages, etc. but apparently preferred to impart it on the doorstep. On my requesting to see the shop I was informed they were "busy finishing up," and it was "not convenient that day." Finally, when I had gone half-way down stairs, I was recalled and told I might come in if I would refrain from speaking to any of the workers "lest it should hinder them from their work." Inside I was shown two dirty, overcrowded, evil-smelling dens, in one of which five squabbling-looking women were huddled together at work. They appeared afraid to lift their heads when I entered, and the employer showed much nervous apprehension as to my making any investigation. In the other room several equally miserable looking men were employed. The appearance of drab and steam in this shop left a very painful impression.

Shop 103 is that of a Jewish contractor, who is engaged in similar work but on a larger scale than the employer in the previous instance. In this case the workshop is also within the dwelling-house, and the same dirt and squallor prevail. Men and women are employed in one room, which had the appearance of being overcrowded. The husband, wife, daughter, and son-in-law are all engaged in this shop. The same stench was apparent among the workers, one of whom informed me they had "all to slave bitterly." Great readiness was shown here to admit me and show me everything, opportunity being taken by the whole family to pour forth complaints regarding low prices and falling trade.

Shop 106 is a third-class shop. The work rooms are very comfortable and the internal arrangements generally are satisfactory.

THE
FACTORY
INSPECTOR
OF WORKS.

THE
REMARKS
OF WORKERS.

(a) Cases
of overtime.

(a) Remarks
of girls
of the
factory.

(b) Remarks
of girls
of the
factory.

(c) Remarks
of girls
of the
factory.

(d) Remarks
of girls
of the
factory.

(e) Remarks
of girls
of the
factory.

(f) Remarks
of girls
of the
factory.

(g) Remarks
of girls
of the
factory.

Shop 107 is that of the Co-operative Works, Great Clyde Street. The workrooms here are also satisfactory. Shops 112 and 114 are both "put shops." No. 112 is a first-class shop, and employs only one woman machine. No. 114 is a third-class shop and employs several women handworkers. They both possess the objectionable features of want of light, an unwholesome atmosphere, and general unsatisfactory conditions.

Shop 113 is a small domestic workshop employing a few young girls. It is clean and comfortable.

Shop 26 (sewing-machine) is a little shop with a "lean-to" roof and skylight window. It is clean, dirty, and unwholesome, and approached by a narrow and filthy stile.

New lavatories have been put in here lately, but I was informed by witness No. 142 that the workers had suffered great discomfort owing to the bad conditions under the previous arrangements.

7. The Practice of Taking Work Home to finish after the Workshop Hours.

The evidence of the majority of the witnesses examined tends to prove that as regards "finishing" direct breaches of the Factory and Workshops Act in respect of overtime are not frequent or systematic.

On the other hand I have received abundant testimony pointing to the almost universal evasion of the benefit of the Act through the custom of women taking work home to finish after shop hours.

Witness No. 126, who has had 21 years' experience in the trade, stated that in "all the shops she knew of," workers evaded the Act by taking work home to "finish." This worker gave a list of about 15 shops as examples.

Witness No. 204 and she believed "Overtime in shops was now stopped, or nearly so, but the girls took the work home instead."

Witness added she "never knew of a shop that did not give work home to finish."

I endeavoured to ascertain as far as possible whether the practice of taking work home to finish was due to the requirements of the employer or to the wishes of the workers themselves.

I have collected the following expressions of opinion on the matter—

Witness No. 251, who stated that in all the shops with which she was acquainted the workers took work home at night, further affirmed that "the women are glad to do it."

Witness No. 126 stated she had frequently been "chided in her last shop to take work home three or four nights in the week and on up till past 11 o'clock over it." Witness stated the work was there to be done, and it was understood it must be got through in some way.

Witness No. 121, who is an employee, shop No. 77, stated he "strongly discouraged" home work, but tacitly admitted it was given from his shop.

In shop No. 93 the employer admitted that his workers take work home at night. Witness No. 207, who is employed here, said the girls were glad to take work home, as otherwise they were not able to make a living owing to the long period of slackness.

Witnesses Nos. 120, 130, 151, and 152 stated they were glad to take work home in the busy season. Their employer, witness No. 134, and he thought the eagerness of the girls to take work home was accounted for by the long period of slackness—practically they could only count on six months of good work during the year.

Witness No. 129 stated that machinists who do work are sometimes obliged to take their home after shop hours. The reason given by this witness for the prevalence of home work is the same as that given by the other workers, i.e., the inability of the women to make a sufficient wage during shop hours.

Witness No. 128 is a "presser" in shop No. 78. He stated he was much against home work, but the girls often persisted in taking work home to finish in order to increase their earnings. I was requested by this witness to address the girls in the shop on the subject of home work and counsel them against it, a request I had necessarily to decline complying with.

I have received evidence that, with these exceptions, work is taken home to be finished after shop hours from all the shops quoted in the tables given on p. 264.

The exceptions are shop No. 107 (co-operative), from which no home work is given, shop No. 101, regarding which I have not been able to obtain evidence in this report; shop No. 97, where I am obliged to regard the evidence supplied by witness No. 143 as doubtful.

8. Cases of Overtime.

I have made special inquiry as to contravention of the Factory and Workshops Act in respect to the employment of women beyond the limit of hours specified by the Act. I have received the following evidence on this point.

Witness No. 126 stated that in the shop where she was employed the girls were frequently required by the employer to work overtime, and were taken by him to work in the first shop, where they were paid off as shop assistants, and the factory inspector was thus deceived.

Witness was dismissed from the shop owing to her refusal to work after 4 p.m. on Saturdays.

Information regarding the practice of this employer was sent to the factory inspector by the Women's Protective and Provident League, and being detected on one occasion, a fine was imposed. This employer has since given up the practice.

Witness stated that the machinist, No. 111, in this shop had been kept working till 5 p.m. Witness further affirmed that machinists are often kept after working hours, and that, on engaging, an agreement is frequently made that no deduction shall be made from their wages during the fair and other holidays, on the tacit understanding that they will work overtime when required.

Witness stated that girls will often go through as much work from Friday morning to Saturday night as during all the preceding days of the week. Witness stated that in one case she knew of the shop was shut and the girls left in it to finish their work, and that in another the girls were sometimes kept till past 7 p.m.

Witness further stated that on overtime is worked in the union shops, as the men keep a sharp look out in those and would expose the practice.

Witness No. 127 had been employed in the same shop as witness No. 126, and gave evidence to the same effect.

Witness No. 270 stated that was a common occurrence to keep machinists working overtime in shops, and that she had herself suffered in this way.

9. Irregularity of Employment in the Tailoring Trade.

The tailoring trade is pre-eminently a "season trade," and one of the chief drawbacks from which workers in it have to suffer is apparently the long period of slackness that intervenes every year.

As the tailoring trade is not only a "season" but also to a large extent a "fashion" trade, the slack time may last from three to six months, according to the class of trade in the various shops and the degree to which changes of seasons and of fashion regulate it.

The wages tables given on p. 14 indicate to some extent the fluctuations that prevail.

In shop No. 27, for example, there is a maximum of 5s. during the busy seasons, and an average of 4s. during the slack season. In shop No. 79 the busy seasons average is 13s., and the slack time about 9s.

It is stated that the work in lower grade shops and shop factories, if worse paid, is, in many cases, more continuous than in the medium class shops, the season given being that the former class of shops not infrequently continue to make stock for home and export trade all the year round, and that their trade is less sensitive to changes of fashion. The latter class, again, is dependent on "customer" trade, which is largely affected by seasons and fashions.

In shop No. 77, which does a partial "customer" trade, but is not of a sufficiently high standing to command a steady flow of "customer" orders, the employer informed me that it was usual for his employees to supplement their earnings with him by working in the early spring for the wholesale shops that are busy making up stock for summer at that time. This employer went on to say he did not pay off his workers during the slack season, but divided the orders among them.

The girls in this shop informed me there were frequent cases of workers remaining at home a week or two at a time without work.

10. Various Grievances.

(A) Cases of Girls working without Wages on the Apprenticeship System, and being dismissed at the end of a period of service.

(B) Cases of Favouritism.

(A) In consequence of a statement frequently made to me by operatives of both sexes, and others connected

THE
EVIDENCE
OF WITNESSES.

with the tailoring trade, to the effect that a practice prevailed of taking on young girls as apprentices and discharging them at the end of a period without a sufficient cause and after profit has been made of their services, I made a special inquiry on this point.

I have not received much definite evidence regarding it, but quote the following statements made by witnesses who are all operatives of intelligence and experience.

Witness No. 103 stated the practice was a common one in Jewish workshops, and stated she knew of a case in which a girl had been employed in one of these shops for three months as an apprentice without wages, and was then turned away without sufficient cause.

Witness No. 283 stated, with reference to this system, that "cases are common of learners being kept for months and then discharged without wages, especially in the Jews' shops."

Witness No. 264 stated she had been kept working for nine months without wages as an apprentice.

Witness No. 208 stated that it "is customary amongst the Jewish tailors to take on girls as learners without wages and to discharge them at the end of three months for fresh hands."

Witness No. 121 stated that in his shop apprentices are taken on without wages to begin with. If they make fair progress, at the end of six weeks they are paid 2s 6d a week, rising, it may be, to 10s per week by the end of the first year. As soon as they can make a complete garment they are put on piece-work.

(b) Training and employment of apprentices.

Witness No. 120 made the following statement with reference to the training and employment of apprentices.

In a shop where she had worked her employer requested her to bring in the girl who was employed as going messages and touch the trade. Witness agreed, and the girl was brought into the shop and paid at the rate of 3s 6d a week for five months, after that she got 4s a week, and two months later 6s a week. Messieurs witness left, owing to an increase of 2s on her own weekly wage being followed by too great an increase of work. Her place was taken by another girl who continued the instruction of the message girl, and who was herself paid off at the end of 12 weeks.

By this time the employer considered the message girl able to undertake the work, and she now fills the place at a weekly wage of 8s, doing for this sum the work for which witness received 16s. Witness is a skilled and expert worker, and makes over 16s a week with her present employer.*

II. Charges of "Favouritism."

(a) "Favouritism" on the part of men supervising.

It has been stated to me by several witnesses that women workers are very much at the mercy of the "cutter" or the "presser" as regards the amount of work given out to them in the various shops. I have received the following evidence on this point.

(b) Influence of men.

Witness No. 140 complained that she had been obliged to leave a shop where she was employed owing to the favouritism of the "cutter." In consequence of her remaining there she was deprived of her fair share of the work given out, and was finally obliged to leave because she did not get enough work to make a sufficient wage. On being questioned, witness stated that cases of "favouritism" are very common, and that in many instances, the girls are entirely dependent on the "cutter" as to the amount and profitableness of the work given out to them. For example, "bound" vests, which are better paid, may be constantly given to those whom the "cutter" favours, while others will be kept working on "tweed" vests, which are paid at a lower rate.

11. Results to Workers of the Division of the Labour System.

(c) Feeling on the part of operatives towards the system.

A strong feeling of hostility exists among the majority of the operatives of both sexes in the tailoring trade towards the division of labour system, which is based on the Jewish and the lower grade workshops.

Operatives have frequently declared to me that so strong is their disapproval of this system and their sense of its injurious effects on the trade, that no authority would induce them to accept work in a shop where it is practised.

* No. 101, the employer of No. 77, told Miss Jones and me, when we visited her recently, that she chief men of women's her when in difficulty in their experience of apprenticeship. Before they had time to learn they try for a place where they will be paid - 10s.

The Tailors' Union keeps a strict watch with regard to this matter, and makes every effort to prevent the introduction of the system into any shop.

THE
EVIDENCE
OF WITNESSES.

The evidence I have received regarding the division of labour system points to a threefold objection to it on the part of the operatives. 1st. It floods the trade with an inferior class of workers, who are helpless when turned out of their special line. The employers make large profits from their labour, while the workers, not having had the opportunity of learning the regular trade, are unable to command or to earn a fair wage at it, and are employed in work in what is termed the "legitimate trade." 2nd. The workers in shops practising the division of labour are principally on time wages, and, it is asserted, advantage is taken of this to produce the largest possible amount of work by undue pressure on the workers, this being more particularly the case in the Jewish workshops. Further, that under this system the value and price of the labour on each garment cannot be accurately estimated so as to be controlled by the workers. 3rd. It is affirmed that the division of labour system has a strong tendency to reduce wages.

(b) Advantages of work system.

With regard to the first objection I have been informed that it is quite common for girls to be kept in shops employed on making sleeves, stitching pockets, tacking linings, &c. for years, with the result that at the end of the period they may be turned adrift without their having acquired a knowledge of their trade as a whole.

(c) Advantages of work system.

In connection with the second objection, I have observed symptoms of over-driving in the majority of the Jewish workshops I have visited. And according to the testimony of witness No. 155, the "work is in the Jews' shops a slaughter, they can bring in a vest at 10d and have ruined the trade for women workers."

Witnesses Nos. 264, 263, 377, 262, 261, and others gave evidence to the same effect.

I am informed that it is customary in the Jewish workshops for the employers to mount guard among the workers, and to sharply check even a momentary cessation of work on their part.

I have further endeavoured in several instances to ascertain from Jewish sub-contractors the cost of making one garment, but in every case they have declared themselves unable to give it owing to their employees working on the division of labour system.

In support of the third objection, I have received the following evidence regarding the low rates earned in shops working on the division of labour system.

Witness No. 279 stated she had worked for a shop from which costs were given out to be made at 3d each.

Witness No. 314 said he knew of an instance of 20 costs being made for 1s each by a Jewish contractor, the price in the regular trade for making them being 7s or 8s each.

On visiting shop No. 168, that of a Jewish contractor working on the division of labour system, I was shown boys' Highland cloaks, which were being made here at 1s 4d each, the regular price for the making of which would be 7s 6d. Other garments were being made at 1s each, the regular prices for which were 7s and 8s each.*

I was also informed by witness No. 153 that vests which used to be 1s 4d and 1s 6d, the Jewish tailors now take for 1s and in some instances for 6d.

12. Home Workers.

I made a special inquiry into the conditions of work among the home workers in the tailoring trade in Glasgow, and quote the following cases.

Witness No. 202 is an outside worker for a shop shop. Her husband is a labourer in the Glasgow Iron Works, but is unsteady and gives his wife little or nothing of his earnings. She has a family of 17 children, seven of whom survive.

(d) Effect of home workers on the trade.

She is paid 7s a dozen for pressing and putting on buttons on boys' trousers; by working from 8 a.m. to 4 p.m. she can do two dozen, 1s 5d. For this, coal (extra being needed for heating stoves) costs her 2½d per day and sticks 1½d. She also pays 2d to a girl for carrying the work to and from the workshop (she lives fully two miles from the shop and suffers from a slight lameness, which prevents her leaving her home) thus leaving a profit of 3s.

Three years ago these boys' trousers were paid at 2s 6d a dozen. The first reduction made on them was

(e) Effect of home workers on the trade.

* This information is given by the "man in the regular trade" and "the regular price" was supplied by a member of the members of the Scottish National Operative Tailors' Society, &c.

THE
WITNESS
SAYS
OF WORKERS,
—

peers, 2s., lighting, and the upkeep of their machine has to be deducted from the earnings.

This witness receives from the first-class shops 2s. 6d. for making trousers, and 2s. and 3s. 6d. for towel vests.

From the second-class shops she gets 2s., 2s. 6d., and 3s. for towel vests, and in this case 2d. and 3d. is allowed in addition for thread.

Witness considers that the vests from the second-class shops are more profitable than those from the first-class, as the latter require more time and careful workmanship, and she has to provide her own thread for them.

By working from 5 a.m. to 9 p.m., and with occasional help from her sister, witness can make 32s. a week during the busy season, and about 20s. a week during the slack season. She stated she was never without a few amount of work all the year round, but stated that she had an "exceptionally good business connection," and that her earnings could not be taken as indicating the general wages of home workers.

This witness used to make vests at home for one of the shops at 15d. each.

Boys' suits were paid at 1s. 3d. each. By working very hard witness and her mother could make four dozen of the latter in two days.

In another shop where witness was employed suits were made at 1s. 6d. each on the division of labour system, viz., 4d. for machining, 6d. for finishing, 6d. for pressing.

Witness could not say how long it took to make a suit, but stated the weekly wage averaged about 2s.

Witness No. 979 is an experienced worker who was formerly employed in workshops, but now takes only home work. This worker lost her health and brought on an internal disorder, through using pressing steam of from 16 lbs. to 24 lbs in weight in the last shop where she was employed. She now takes home orders at the following rates:—

Trowsers, 2s. to 3s. 3d.; vests, 2s. to 3s. 6d. She stated she could make eight garments per week if fully employed.

Witness supplied the following statement of a year's earnings when in health:—

	£	s.	d.
January	-	-	2 1 8
February	-	-	1 1 0
March	-	-	9 13 9
April	-	-	4 13 0
May	-	-	3 13 3
June	-	-	6 1 9
July	-	-	6 15 4
August	-	-	5 3 11
September (broken)	-	-	0 8 10
October	-	-	1 3 8
November	-	-	2 4 5
December	-	-	3 7 9

An instance of exceptionally low wages is furnished by witness 980. This worker, who is a woman of advanced years, during an unusually bad winter, executed an order for finishing trousers at 4d. a pair, each pair taking two hours' work. She refused to take more than one order, "finishing," as another worker remarked to me, "that it was easier to starve without the work." This is, of course, a somewhat exceptional case, but important in showing how low wages of home workers may fall under extreme pressure.

The witness in question now finishes trousers for a large clothing factory at 15s. per pair. I may remark "that on a visit paid to this factory, No. 101, previous to seeing witness 980, I was informed by the employer that he employed no outside workers.

Witness No. 305 may be classed as a home worker, and is also a sub-contractor on a small scale. She takes vests from wholesale shop shops at the following rates:—

Stock vests, 19d. each.
Customer direct, 1s. and 1s. 3d.

Witness keeps four or five girls working for her in her own house. The first month these girls receive no wages, the next six months they get 3s. a week. One girl who had been working 18 months got 7s. a week.

These girls are all young, their ages ranging from 15 to 17 years. If the work is broken, they are paid only for the time they work, and are practically on day's wages.

One button hole maker, a middle-aged woman, is paid 3d. a dozen, and makes 14s. or 15s. a week. In the busy season, witness informed me, they turned out about 50 vests in the week.

Witness further stated that she was always willing to take orders at lower rates for stock than for customer work, even when the same amount of labour was involved, because in the former case the employer from whom she gets her orders is a middleman, who in his turn gets the work from a warehouse, and must make his profit off it before he sends it back. In the latter case it goes direct to the customer, and it also paid at a higher rate to begin with. Witness said that this was a recognised understanding throughout the trade, and stated, in illustration of it, that she had recently had a dispute with a contractor over an order she executed for him and which he wished to reduce, but on which she had refused to allow any reduction owing to its being customer work. Witness stated that the middleman usually has a profit of about one-third of the price he receives from the wholesale warehouse. For example, —He is paid 9d. for a vest, and off this he pays 3d. for finishing and 2d. for machining. Shop expenses must, of course, be considered if he employs inside workers.

Witness No. 306 is a widow, and had been a tailoress previous to marriage. She has two children. Of the workers she employs, one is her sister and another her niece. She is apparently a respectable and kindly woman. The kitchen, which she uses as a work room, was exceedingly clean, comfortable, and well lit.

She informed me that her sister-in-law has a similar workshop employing young girls, the same wages being paid and the same class of work undertaken.

I visited the house of a home worker, No. 184, who had been described to me as a "female slave," and who, it was stated, employed the poorest class of women workers to assist her. On the occasion of my visit, the door was opened by a woman of extremely appearance, who was in a state of semi-insobriety. She refused to admit me, and asserted that she had no women who worked for her, adding that she "used to have, but had long given them up as a bad job."

She was at first very reluctant to give information of any kind regarding her work, but finally informed me that she made vests for a shop at 15d. and 1s. each, and made about one dozen of these in the week. She further stated that she paid the women she "used to employ," 5d. a vest, or about 7s. a week.

I was afterwards informed by witness No. 288 that worker No. 184 continues to employ women to help her, and that these latter are usually of dissipated habits and belonging to the lowest class. They live in the worst class of lodging houses, and certainly fly from one to another, so that it is difficult to get a hold of them.

A further instance of low rates paid to home workers was given me by witness No. 149, who stated that she knew of a case in which an outside worker had been offered 4s. 6d. for the making of a boy's suit, the shop rates for which, even at third class prices, were 15s.

As a rule, I find workers very ready to give information regarding their wages and circumstances, but sometimes a case may be met with where a worker is refused from her position, and his a reluctance in giving evidence.

For example, witness No. 148 in shop No. 87, on being asked for information regarding home work, declared that she was quite unable to give me any, and stated that she did not do anything in that way, herself. I was afterwards informed by a worker No. 121, who knew the circumstances of this family, that the mother of this girl was now lying seriously ill in consequence of late hours and the overman attendance on home work, but that she formerly having once held a much better position, was unwilling to let this be known.

I more readily find that when any reluctance to give information is shown, it springs from a dread of the employer coming to learn that evidence has been given. Very frequently, too, witnesses will give the rates they are paid at, but decline to give the names of the shops that employ them. This is more particularly the case with the worst paid workers.

II.—BRUSHMAKING.

I have made an investigation into the condition of women's work in the brush-making trade, and for this purpose I have visited eight factories where women are employed, and have taken evidence from about 30 operatives and others having knowledge of the trade.

THE
WITNESS
SAYS
OF WORKERS,
—

(a) Details of rates for making stock vests.

(b) Proper standard profit to be made.

(c) Case of a female slave.

(d) Instance of low rates for making possible suits.

(e) Reluctance of workers to give information.

(f) Fear of making enemies of giving evidence.

(g) Suggestive inquiry.

(1) Examples of rates previously earned by some workers.

(a) In statement of witness's health breaking down through use of heavy pressing steam.

(b) Examples of rates formerly earned by home worker.

(c) An instance of low rates, wages paid for 4d. per pair.

(d) Example of dissipated factory servant (12) for finishing trousers for the employer.

(e) Worker who is a sub-contractor on a small scale.

(f) Example of a worker who is a sub-contractor on a small scale.

(g) Example of a worker who is a sub-contractor on a small scale.

The following points have formed the basis of my inquiry —

- I. Departments of the trade which engage women. Competition between men and women.
- II. Wages.
- III. Organisation among the workers. Trade disputes.
- IV. The apprentice system.
- V. Sanitation of workshops.
- VI. Employment of married women. Home work.
- VII. Orphanages. Pines.
- VIII. Various forms of competition.
- IX. Summary of disadvantages attached to employment in this trade.

I. Departments of the Trade which engage Women. Competition between Men and Women.

The only department of the brush-making trade which at the present is engaging women is "drawing." The work in this consists in drawing the hair, or bristles, through holes pierced in the stocks of brushes and fixing this work wire.

The labour, although not hard, is fairly skilled, and it takes a girl about 12 months to become proficient at it.

During a strike among the men operatives in 1892, which lasted for six months, and two weeks, an attempt was made by the employers to replace the men workers by women. This experiment with female labour lasted four or five weeks, when it was found necessary to withdraw the women, owing to their physical inability to perform the work.

The only branch in which women now compete with men workers is in the drawing of scrubbers and machine brushes.

In this branch the women are paid 2d. for what men receive 1s. 6d.

There is said to be an increasing tendency to employ women in this department.

2. Wages.

As the result of organisation among the workers a uniform rate of payment has been established throughout the brush-making factories in Glasgow, with the exception of three shops.

The women's union has a price list which fixes the rates for 59 varieties of work. This includes all the classes of brush commonly made in the trade. The wages are reckoned on a scale of 4d. for the drawing of so many knots, the minimum number of knots drawn for the same being 30 and the maximum 60. All work not included in this list is paid at 4d. an hour.

This list shows an increase of 10 pence cent on the rates paid two years ago. This has been brought about by the workers' organisations, on account of which a given further on.

The workers in the brush-making industry suffer from intermittent trade, and there is a considerable falling off in wages during the slack season. In some shops the workers are paid off at this time after receiving a week's notice. (Witness No. 423, a manager in one of the factories visited.)

As an usual with piece-work wage earners, there is a considerable range in the individual earnings. In shop 129, witness No. 453 stated wages ranged from 8s. to 15s. a week, the average being 12s. to 13s. In the Scottish Co-operative Works, Stirling, the wage runs from 8s. 6d. to 20s. and 21s. per week.

This is the largest brush factory in Glasgow, and the highest wage is due very much to the system of grading on the work. When a large number of the same size of brush is given out at a time, there is a great variety of trade to the workers, and it is not necessary to re-adjust the setting of the cutting stones. It is estimated that at least 12½ per cent. more wages can be made when the work is given out in regular pieces. (Witness No. 224.)

An example of how wages may fall off when small quantities and varied sizes are given out is furnished by shop No. 141. A witness, No. 467, here informed me they averaged only 9s. and 10s. a week in this shop, although the piece rates are paid. The she distributed to the unorganised system of grading off the work.

As several workers had complained of the same matter, and there was an obvious inference that a loss of time to the worker was also a loss to the employer, I made inquiry of several of the latter as to the cause of the irregular distribution. I was informed that it proceeded

chiefly among the factories which are engaged in the order trade, and which, if they are small houses, can only give out the work as the orders come in. In the larger houses, where there is much stock made, it is possible to give out the business to workers more systematically.

The following wages figures were given me by various workers —

Witness No. 444 stated her wages ranged from 7s. to 11s.	
Witness No. 455 averages	11s.
" " 457 "	12s.
" " 458 "	11s. and 12s.
" " 459 "	10s. to 12s.
" " 461 "	12s. or 16s. busy time, 8s. slack time.
" " 462 "	13s.
" " 463 "	13s.
" " 467 "	8s. and 9s.
" " 469 "	10s. to 12s.
" " 470 "	25s.
" " 471 "	10s.
" " 475 "	10s. to 12s.
" " 477 "	12s. to 15s.

Witness 476 works in shop No. 146 in Stirling, which is outside of the union. In this shop 59 knots are drawn for 4d. against the 40 knots into. The maximum wages is 9s. a week against the Glasgow rates as given above.

3. Organisation among the Workers. Trade Disputes.

Allanrae has already been made to the Female Brush-makers' Union. This society was formed about two years ago under the following circumstances, an account of which has been supplied to me by Mr. Spence, the secretary of the men's union —

"In 1890 an agitation was on among the most operatives for an increase of wages, which they claimed had been verbally promised them by the employers some years previously.

"After some discussion the desired increase was granted throughout the trade. It had been in force for little over two weeks, when a reduction of from 15 per cent. to 20 per cent. was proposed by the employers, who stated they could not afford the increase. The men refused this and struck work. The employers, on their part, looked out their women workers. The men's union came to the assistance of the latter, and granted them shelter from their own funds to the extent of from 7s. to 10s. a week, at the same time they organised the girls into a trade society.

"After a three weeks' strike the men succeeded in having the proposed reduction withdrawn, and to work on their old terms.

"The women were also taken back, and the men stipulated that they should participate in the increase of wages. All the brush-making firms agreed to this with one exception. The employer in this case succeeded in his women employees that if they returned to work it must be at the old terms. A deputation of women waited on him, and stated they had formed a union and were prepared to dispute his proposal. The employer at first refused to accede to the wishes of the workers and dismissed the deputation. They were, however, recalled and informed that they might begin work at the increased rates.

Owing to the introduction of a labour-saving machine in shop No. 144 a reduction was made on the wages. The girls struck work on the ground that the reduction exceeded the extra wages which the machine enabled them to earn. The workers in this shop were not members of the union, but they appealed to it for support. A deputation from the union waited on the employer, but failed to make an arrangement satisfactory to the workers.

On a second deputation being sent the employer agreed to take back half the proposed reduction.

As a consequence of this action on the part of the union, all the employees in this shop joined the society, but after continuing in it for a few weeks they lapsed into their former unorganised condition.

A month or two after the girls had fallen away from the union the firm imposed the full reduction.

These workers are now drawing 55 knots for 4d. against the 40 knots earned before.

In shop No. 147 a reduction was made on a certain class of goods, on the ground that there being a steady supply of these the regularly made up for the decrease

See
Bibliography
of Women.

(a) See
Appendix
A.

(b) Rates in
other
factories.

(c) Amount
of previous
experience
of women
workers in
the trade
(see
p. 269).

(d) Amount
of previous
experience
of women
workers in
the trade
(see
p. 269).

(e) Amount
of previous
experience
of women
workers in
the trade
(see
p. 269).

(f) Amount
of previous
experience
of women
workers in
the trade
(see
p. 269).

(g) Amount
of previous
experience
of women
workers in
the trade
(see
p. 269).

The
Employer
or Worker.

(c) Instances
of the policy
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(d) Ref-
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in the rate. The union again stepped in, but found itself powerless to alter matters, owing to the fact that the majority of the workers in this shop were bound on apprenticeship for three years.

The following instances were given by witnesses Nos 464 and 465, as illustrating the policy of the union. Owing to a certain class of goods having been taken up by employers, firms paying the union rates found themselves unable to compete with them in producing these, unless a reduction in the wages rates was accepted by their employees. Representations to this effect having been made by the employers to the officials of the union, the latter came forward and advised the girls to take the work at a reduction on the union price list. This was agreed to and a rate was fixed, which, while still allowing a fair wage, enabled the respectable firms to compete successfully with the sweating firms.

The Female Brush-makers' Union reserves active help in its organising work from the secretary of the men's union, and it anticipates organising the women workers throughout Scotland as members of one society.

4 Sanitation of Workshops.

I found the sanitation to be very defective in the brush-making factories I visited.

With the exception of Nos 138 and 145 they are all badly ventilated, and the workers complained of the close atmosphere. They are necessarily dirty owing to the nature of the work and the materials used. In some of the shops pitch was being prepared in the room where the women were employed, and the air very heavy in consequence. The following is the result of my inquiries regarding the sanitary accommodation in the various factories.

Factory No	No. 138	No sanitary accommodation
"	No. 139.	"
"	No. 140	Lavatory on stair common to both sexes. Girls will not use it owing to publicity of situation.
"	No. 141	Lavatory common to both sexes, so filthy that girls will not use it. Water supply for drinking in the same enclosure.
"	No. 142	Lavatory common to both sexes. Women object to the arrangement.
"	No. 143	No sanitary accommodation.
"	No. 144	Dry lavatories outside. Kept clean.
"	No. 145	Good lavatory accommodation, but water supply for drinking in same enclosure.

On my inquiry in factory No 138, where formerly 30 and now 7 girls are employed, if sanitary accommodation were provided for the women workers, the employers replied no, that he did not consider it necessary.

Witness No 465 stated that in factory No 142, where four women were employed, the workers had heard their employer inform the factory inspector that sufficient accommodation was provided for his women workers, and they had got him to draw the attention of the inspector to the fact of its objectionable situation, and that it was common to both sexes.

A case of serious illness occurring to worker No 466, and brought on by the defective sanitation of factory No 138, has been reported to me by witnesses Nos 361 and 463. In this instance the worker's life was seriously endangered and was for a time despaired of. I have applied for medical evidence concerning this case, but have not been able to get it previous to sending in this report.

5. The Apprentice System.

I was informed by witnesses Nos 381 and 463 that the principal shops in Scotland are now requiring an apprenticeship of three years on the part of their women workers.

This latter consider a hardship, as a girl may become proficient at brush-making in a year or less, and consequently the rest of the term she suffers partial exploitation.

Witness No 381 gave the following example of the scale of remuneration for apprentices in some factories.

They receive during the first six months 3s per week; during the second six months 50 per cent. of what is paid to a journeywoman for the same amount of labour.

During the second year the wages may be increased to 60 per cent. or 70 per cent. of the full journeywoman's wage.

During the third year it may rise to 80 per cent. The average wage of the second year may be about 7s a week.

The average wage of the third year may be about 9s or 10s per week.

The full journeywoman wage is 11s, 12s, or 14s. This scale is not universal, and the following cases show the variations that may occur.

Witness No 462 worked for six months at 4s a week, and was then put on the full piece-work rate. I was informed that No 462 is an exceptionally good worker.

Witness No 463 served an apprenticeship for two years. During the first six months she received no wages, during the second she got 6d or 1s a week from the forewoman who taught her, and who got, in return, the benefit of what she produced.

During the first half of the second year she got 75 per cent. of the full journeywoman wage, the employer getting the surplus profit. During the latter half of the second year a gradual increase was made, until in the third year she was put on full piece-work wage.

Witness No 464 worked six weeks without receiving wages, after that she was paid 3s a week for five months. The second half of the year she was paid 50 per cent. of the journeywoman wage, and the second year was put on the full wage.

Witness No 465 is still in the first year of her apprenticeship. During the first six months she was paid 2s 6d a week, and now receives 50 per cent. of what she makes.

Witness No 473 served a two years' apprenticeship. Throughout the year she worked at a set wage of 3s a week. The second year this was increased to 3s 3d and 4s. After that, witness went on full piece-work wage.

Witness No 476 worked for six months at 2s a week, during the second six months she had 3s 6d a week, and after that full piece-work wage.

It is difficult to ascertain how far the remuneration of apprentices is regulated by the market value of their work and their own skill and application, and how far by the conditions of apprenticeship imposed by the employers. The majority of foremen and managers are reticent on the subject. Several of them made a tacit admission that the work produced by the girls during their apprenticeship was as good at the end of nine or 12 months as that turned out by journeywomen.

The workers themselves say that as their work is sold at the same rate as the other they are entitled to full piece-work wages at the end of the first year.

6 Employment of Married Women, House Workers.

The brush-making trade does not engage a large number of married women.

It was stated by the operatives of both unions that there are only 13 married women employed throughout the trade in Glasgow. These include one widow, four women who are separated from their husbands, five women who are wives of men employed in the trade. Of the remaining three, the union officials could give no account.

In the majority of the workshops I visited the workers were young women.

I could only hear of one case of home work in this trade, and in this instance the woman being in very poor circumstances was employed from charitable motives.

7. Overtime and Fines.

I have made special inquiry as to whether overtime is practised in the Glasgow brush factories, and have received satisfactory assurance from operatives that it is not.

The following case was, however, reported of a Stirling factory by worker No 476. In this shop it is customary for the girls to go back at 7 p.m. in the busy season and work for two hours or longer. This may sometimes continue for a fortnight at a time. As this factory is in a country district the workers think it has more easily escaped detection, and they are afraid to send information themselves to the factory inspector.

Witness No 476 was dismissed in consequence of refusing to work after hours, and has had to come to Glasgow for employment, there being no other brush factory in Stirling.

I have had satisfactory evidence that there is no system of fining in the brush-making trade.

The
Employer
or Worker.

(c) Instances
of the policy
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8. Various Forms of Oppression.

In all the factories visited I was informed there was a steady falling off in the employment of women in the trade, and in every case the reason given for this was the competition of German prison labour.

In shop No. 139 I was shown scrubbing brushes which it costs 1s 3d per gross to make, and which can be purchased at 1s the ready made from Germany. It was also stated that the sweating system in England and the home workers there have done much to reduce the Scotch trade.

In shop No. 144 the employer, witness No. 474, stated he had to dismiss half of his woman workers owing to failing trade, which he attributed to the competition of German convict labour and the labour in the home industrial schools. He made the following statement on this point:—In Germany brush manufacturers get work done in the gross for 2s a week for which the Scotch manufacturers must pay 30s a week.

Owing to the competition of the industrial schools witness No. 474 has had to reduce his prices three times, making a reduction of 15 per cent in three or four months, e.g. brushes which were sold at 4s a dozen were reduced to 7s 6d on account of the industrial school competition. The Germans now make those at 5s 6d a dozen.

9. Summary.

So far as my inquiry has gone, I am disposed to conclude that there is nothing injurious to the health in the brush-making trade, and that it involves no undue physical strain on the women workers.

The chief drawbacks seem to be:—

- I. Irregularity of work.
- II. Defective sanitation of factories.
- III. Insecurity of wages and employment consequent on failing trade.

III.—UMBRELLA COVERING.

I. Introduction.

This is a comparatively small trade, but interesting as suggesting the various problems of women's wages. It also illustrates some of the features that frequently characterize employments followed by women, such as:—

- I. Irregularity in supply of work consequent on change of season and fashion.
- II. Prevalence of home work.
- III. Want of organisation among workers.

The work is done partly in workshops, partly in the homes of workers, about equal numbers being engaged in each.

On the whole it is skilled labour, taking a girl several months to obtain efficiency.

The younger women, or rather those who may be described as regular members of the trade, complain very bitterly of the tendency among married women and home workers to take work at lower rates, and also of the custom of employing the spare hours of children at home in this industry, thus displacing regular adult labour.

With a lowered wage came increased effort on the part of the workers to make up the balance by extra work, until the earliest spring, through the second-rate shops at least, for girls to take work home during the busy season, and to set up half the night over it.

Wages of workers in home trade goods vary very considerably. It seems possible, under the most favourable conditions, to earn as much as 15s or even 20s a week. But in the case of umbrella trade for export trade there is less of opportunity for fine work, and no opportunity for individuality, and the average wage seems something like 7s a week. The foreign trade, however, is somewhat intermittent, and averages are misleading.

One of the unfortunate features of umbrella covering is that owing to its being a "season trade" hundreds of girls may be paid off during slack times.

Women do not compete with men in this trade. The latter are employed in making the sticks and frames and in cutting out the cloth for the covers. The women here and there the covers and fit them to the frame.

II. Interviews with Workers.

Among others the following witnesses have been examined:—

Witness No. 430 stated that she made about 12s a week in the busy season, but that in the slack time wages fell away to 6s or 8s and less. Witness said that as much as 15s a week could be made in the busy season by a first-class worker, but that wages are not nearly so good now as they were four or five years ago. At that time cover stitches could make 11s a week during the greater part of the year. Witness complained that home workers have a great tendency to lower wages, and that many married women employ their children to help them, and then take up what witness considers to be more than a fair share of work.

Witness No. 431 makes 14s a week in the busy season, and 7s or 8s during the slack time. Witness stated that work for the home market is better paid than that for the export trade, as it requires more skilled labour. Witness stated that 15s a week was considered a very good wage for a coverer, and that in the slack season wages sometimes fell as low as 3s a week.

Witness reported that in one shop where she had worked the employer sometimes treated on the girls taking work home after having kept them overtime, and that all the girls got home work in the busy season. Witness stated that this employer had on one occasion been fined for keeping girls in the workshop till 10 p.m. This occurred owing to a large order requiring to be despatched in a hurry.

Witness No. 432 makes from 12s to 12s 6d, in the week during the busy season, and about 2s in the slack time.

Witness No. 433 makes about 12s a week in the busy time and 5s in the slack time. Witness stated that she knew of girls who work overtime in shops once or even several times a week, and that they are glad to do this for the sake of the extra pay. Witness stated it as her opinion that "married women just waste the trade." "Home workers," she went on to say, "are used as a 'screw' to reduce the others. Married women take the 'work home, and fit up till all the hours of the night' to do it, and lots of them get their children to help them after school hours. They can then fit good 'wages, and when we complain the employer points to 'this and says, 'Look at Rosamund's big pay. Why 'can't you make this?'"

Witness No. 433 said she knew of many married women who worked from 4 a.m. to 12 p.m. during the busy season. She quoted one case in which a woman got out a large quantity of work on Saturday night. She set to work on it after 11 p.m. on Sunday, and brought it in finished by breakfast time on Monday morning, having set up all night to do it. Witness stated that in some cases work is taken by married women who are in comfortable circumstances, and that she had once worked in a shop beside the wife of an engineer who was making between 21 and 31 shillings per week. In this case the woman had five or six children.

Witness No. 433 stated that in some of the shops the girls pay 5s in the month for learning the trade.

Witness No. 435 complained that workers in the umbrella trade suffered large deductions in their gross earnings for thread, which they were obliged to purchase from the employer, and quoted a case in which the gross earnings of the worker were 41s in the fortnight, and 4s had been paid off for the thread. In another case 15s had been earned in the fortnight, and 3s 3d had been paid off for thread.

These figures were confirmed by other witnesses who gave general evidence on the same points. I have consulted employer No. 435 as to the matter, and was informed by him that he reported a very good quality of thread for his work, and as he found that the workers purchased an inferior quality when allowed to procure their own, he now insisted on their buying it from him. He added he paid a larger price for his work on this account.

I have independent evidence that the home is question pays the largest price in town.

In the case of a home where thread is supplied by the employer, No. 38, I found that the rates are lower.

Witness No. 435 is a home worker. She has an married husband, who gives her a little occasional help with her work when he can. She has two daughters who are made workers in the umbrella trade. One is a beginner, and makes about 7s 6d in the week. The other makes about 15s in the week.

THE EMPLOYMENT OF WOMEN.

(a) The factory in which.

(b) The factory in which.

(c) The factory in which.

(d) The factory in which.

(e) The factory in which.

(f) The factory in which.

(g) The factory in which.

(h) The factory in which.

(i) The factory in which.

(j) The factory in which.

(k) The factory in which.

(l) The factory in which.

(m) The factory in which.

(n) The factory in which.

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(p) The factory in which.

(q) The factory in which.

(r) The factory in which.

(s) The factory in which.

(t) The factory in which.

(u) The factory in which.

(v) The factory in which.

(w) The factory in which.

(x) The factory in which.

(y) The factory in which.

(z) The factory in which.

(aa) The factory in which.

(ab) The factory in which.

(ac) The factory in which.

(ad) The factory in which.

(ae) The factory in which.

(af) The factory in which.

(ag) The factory in which.

(ah) The factory in which.

(ai) The factory in which.

(aj) The factory in which.

(ak) The factory in which.

(al) The factory in which.

(am) The factory in which.

(an) The factory in which.

(ao) The factory in which.

THE
FEMALE
SEWING
MACHINE
MAKERS.

Witness No. 425 stated that she got 8d and 8d a dozen for covering black waterproofs (doublets), the work on each dozen taking from three to four hours, for covering black waterproofs (single) she got 6d a dozen, then taking 2½ hours per dozen. With late work a regular outside worker might make 12s. or 12s. a week, but, as witness stated, it is difficult in the case of home workers to estimate the time expended on the work, as it is so much broken into by household duties. Witness stated also that the slack season lasts five months of the year, during which wages "may sink to nothing at all." Witness stated that outside workers were kept by many of the shops as a reserve force for extra work, but that the inside workers always got the preference. Witness stated she knew of no case in which home workers were paid at home, or other, rates for the same work than inside workers, and she added that in her opinion they ought to be paid more, as they had to provide their own workshop, with fire and lighting. Witness has worked over five years in the trade, and says wages have much decreased in the umbrella trade during that time. She remarked, "Wages were wages five or six years ago, and I have known many a worker who could make '20s a week all the year round'."

(A) Rates paid to home workers and shop workers.

So far as I have been able to obtain evidence, I have received no proof that home workers in the umbrella trade take work at lower rates than inside workers. All the employers consulted stated they paid the same rates in both cases, and the workers have not submitted any definite evidence to the contrary. I am disposed to think some little confusion may exist in the minds of the latter on this point, owing to the general results in the trade consequent on the methods of work practised by home workers, and pointed out in the evidence given by witness No. 422.

(B) Objects sent to home work.

There is, of course, the further objection to home work in this, as in other trades, that it allows the work to be carried on with late and irregular hours and under other unsatisfactory conditions.

(C) By the system of work in various shops and workers' conditions.

The system of work as regards the employment of outside workers varies in the different shops. Thus employer No. 426, whose firm is the leading one in the trade, has no outside workers, but keeps a large number of girls in his workshop and divides his orders amongst them. There is a division of opinion among his employees as to the advantage of this system, as they say that while it is an advantage to the employer to have a large staff of workers for an emergency, frequently the girls sit idle for hours during the slack season, owing to there not being a sufficient amount of work to employ them all when it is distributed.

On the other hand, the employees of manufacturers No. 428, who employ the largest number of outside workers in the trade, complain that these latter are a standing danger to regular work for two seasons. Firstly, they stand much in the way of trade organisation, as it is extremely difficult to gather them together for consultation or any movement for the bettering of trade conditions; secondly, the employer in this case has in several instances met the demands of his employees for an increase of wages by the statement that he is quite independent of his inside workers, and if they do not accept his terms he can get it done by the outside hands at his own price.

III. Trade Organisation.

Great variation in wages rates exists in the umbrella trade, and the majority of the employers feel that this tells as much against their interests and that of fair competition as it tells against the interests of the workers.

An interesting movement has been going on for some time past in connection with this, and the organisation of the workers, and of which the following outline was supplied to me by the president, then leading officer, of the Women's Protective and Provident League (Witness No. 526):

"In Glasgow we have done the bulk of the trade, pay the highest wages, and mean the best possible terms with the employees. This house, which we shall call A, gave internal notice to his workers that it could no longer stand the underselling of new rivals in the export trade, and would have to reduce wages for the class of goods unless some other solution was arrived at. The head of the firm proposed privately and indirectly to the workers the advisability of forming a union, and fixing a uniform rate of wages throughout the trade, and suggested that the Council of the Women's Protective and Provident League might be approached on this subject. The workers brought the matter to the league, which at

once took it up. On inquiry it was found that at least three other houses, which for convenience we shall call B, C, and D, were seeking for the market in question and paying for a particular cover which may be taken as a type—eight-ribbed black waterproof, 6d per dozen, against A's 8d. After some negotiation, C raised his price at a day's notice to 8d. But B, who had booked large orders at prices which A could not accept at his current wages, laid out till threatened with a strike, when he offered 7d for the existing three months and 8d after that date, any new contracts to be entered at 8d. The workers at a meeting with the league refused this on a Friday, and authorised the league to send an ultimatum demanding 8d. On Monday B called his workers together in the workshop, stated his case, and got them all to sign a paper promising to work for him at the 7d rate till the expiry of three months. The matter being thus taken out of the league's hands, C at once reduced his wage back to 6d. The council of the league then called a meeting of employers, which was attended by representatives from the chief houses. It was unanimously resolved, first, that a uniform minimum rate of wages over the entire trade was desirable, and second, that it was possible after the expiry of three months, and a committee was formed to draft a scale for presentation to the employers, the workers, and the league. After some friendly discussion, C undertook to raise his wage half way if the remaining houses D did the same, and D agreeing, the workers were content to accept the compromise wage till the expiry of three months, when the uniform rate to be agreed on will be established. A, meantime, makes no change in his wage.

"Unfortunately this trade lends itself to the work being done frequently in ways and places entirely beyond the reach of factory inspection."

I am assured that chiefly owing to universal depression in trade, involving a reduction in wages in houses engaged in the export trade, the committee alluded to in the foregoing statement has not yet been able to bring about the uniform standard of payment proposed. The movement for organisation among the workers has, however, progressed, and it is hoped by employers and workers that the question may find a more opportune time for consideration when trade returns to its normal condition.

The Umbrella Makers' Branch of the Women's Protective and Provident League sends two women delegates to the Trades Council of Glasgow.

IV.—SEWING-MACHINE MANUFACTURE.

I have made inquiry into the conditions of women's work, where they are employed in the various departments of sewing-machine factories.

In connection with this I received a deposition from the Men's Sewing-machine Makers' Union, who were desirous of laying information regarding the women workers in this trade before the Royal Commission on Labour, and of directing attention more particularly to the tendency of women to "encroach" on some of the men's departments of work.

A special committee from this union was appointed to co-operate with me in collecting evidence, and I have received valuable assistance from them in my inquiry. The results of my visit to works where women are employed, and the evidence taken chiefly from female operatives, the majority of whom were married in their own homes, are given in this report.

I visited the works of firm No. 183, where I had an interview with the manager, and received his permission to go over the various departments where women are employed.

These are as follows:—

1. Japanning department.
2. Polishing.
3. Transferring and printing department.
4. Varnishing department.
5. French polishing department.
6. Shells-making department.
7. Needle-making department.
8. Sample room department.
9. Inspecting department.
10. Nickel plating department.

I. Japanning Department.

Men and women work together here. The latter are chiefly employed in putting on the paper varnish. This part of the work is not unhealthy, but is very coarse.

THE
FEMALE
SEWING
MACHINE
MAKERS.

(D) Presence of co-operation in home workers.

(E) Representation of Trades Council.

(F) Representation from Men's Sewing-machine Makers' Union.

(G) Department of machinery in which women are employed.

(H) Habitual employment of women in japanning department.

The
Exhaust-
ion of
Women.

(a) Cause
of
exhaustion
among
the
workers.

(b) Weight
carried by
the women.

(c) Health
condition
of
the women.

(d) Wages

(e) Character
and
nature
of
the work.

(f) Physical
condition
of
the women.

(g) Wages

(h) Effects
of
the work
on
the women.

(i) Health
condition
of
the women.

(j) Physical
condition
of
the women.

(k) Health
condition
of
the women.

(l) Health
condition
of
the women.

(m) Health
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the women.

(n) Health
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(o) Health
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the women.

(p) Health
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of
the women.

(q) Health
condition
of
the women.

(r) Health
condition
of
the women.

said dirty, and, to judge from the appearance of the girls, induce rough habits and great slovenliness of attire.

It was stated that the women in this department formed a class apart by themselves, and that the majority of the workers in the other departments refused to associate with them, regarding them as being on a much lower social level. In my subsequent interviews with the workers outside the factory, I found distinct traces of this feeling.*

In the japanning department, part of the work of the women is to carry portions of the workmen from one place to another. These weigh from 15 lbs. to 30 lbs. Several of the workers have complained of the weights they had to carry.

The temperature in some of the rooms, as registered by my thermometer, on the occasion of my visit, was 80° F., and I was informed by the foreman that it sometimes rises to 90°. This high temperature is caused by the drying stoves, in which the machines are placed in order to harden the varnish after it has been applied. These stoves, which consist of heated chambers, extend the whole length of the workshop, and divide it into two parts.†

The air is very heavy, owing to the quantity of tar employed in the varnish.

The wages here range from 4s. to 12s. piece-work, and average about 8s. a week, beginners having 4s. and 7s. per week net wage, and rising 1s. per year until they are put on piece-work.

II. Polishing, Varnishing, and French Polishing.

The work in these departments is very tedious. It is cleanly, and the workers, a number of whom I visited subsequently in their homes, are, as a class, very respectable girls.

The work in the polishing department is very hard, and the quality of the work depends chiefly on the amount of muscular exertion applied. The worker stands all the time, and much hard rubbing is required to produce the necessary degree of polish.

Witness No. 288, who is engaged in the French polishing department, stated rates as follows:—

Polishing small size machine cases, 14d., takes 35 to 40 minutes.
" large " " 2s.
" " " 25d.

Witness No. 290 stated that the machine oil and paraffin stone dust used for this work had an injurious effect on the lungs. The workers make from 8s. to 10s. a week; of this wage they pay from 4d. to 1s. 6d. for oil, paraffin, soap and flint, which they provide for themselves. Witnesses could not give an exact estimate of the cost of materials, as they vary per week and per individual. She stated as her opinion, that the workers were to blame for being obliged, according to a recent rule, to purchase their own material, as before this so much was wasted that some checks had to be instituted.

Witnesses Nos. 306 and 301 gave evidence to the same effect, and stated that workers in this and other departments began on a time wage of 6s. a week, with an increase of 1s. per week every year until they were proficient, in some cases to 1s.

Witness No. 295, who is engaged in the polishing department, makes 20s. or 15s. per week. She is paid at the rate of 2d. per box, and may polish 12 or 14 boxes per day. This witness had to leave her work on account of the injurious effect of the materials and paraffin stone on her lungs. The doctor told her it was "eating them away," and I have further testimony from witness No. 287, an experienced machine man, that this combination of materials is likely to be highly injurious. Witness No. 289 complained of pains in her arms and shoulders every morning when she began work. This she attributed to the heavy rubbing. She stands all the time. Witnesses further stated that she spends 6d. or 7d. a week on materials.

When work in this department is unsatisfactory the workers must take it back to be re-polished. Sometimes five or six boxes are returned in a day. Witnesses stated that she thought there was a good deal of wastefulness

on the part of the workers themselves that accounted for this.

III. Transferring and Printing Departments.

In the transferring and printing departments the work is light and cleanly, but very monotonous. In the transferring process typalith is used, and the labour is very strong, and, according to medical evidence of witness 287, injurious in its effects to the workers.

In the printing department the girls stand on an elevation of about 4 feet, and feed the machines. It is steady and monotonous work, involving continuous stooping and constant attention.

In this department I found girls employed in applying gold leaf to the printed sheets. I was informed by one of the operatives here that the metallic dust from this (with which every effort in the workshop was ponderously had an injurious effect on the lungs).

The work done in this department are large, airy, and very clean.

IV. Shuttle-making Department.

I was informed by witness No. 286, whose evidence is authoritative, that about a year ago, 70 men were displaced from this department, their place being taken by 100 women.

It was stated by this witness that the men who did the work now taken up by the women were paid from 15 per cent. to 50 per cent. more for it than the latter receive.‡

The women are employed in making and mending shuttles, and drilling holes in these and other small parts of the machinery. They perform white seated. Free-abouts of the workers here are on piece-work, and make about 8s., 12s., and 17s. a week. The latter figure is not common. These workers are taken in on probation, and are paid a set wage of from 4s. to 12s. per week.

Witness No. 280, who holds a position of trust in this department, was of opinion that the work was sufficiently light and suitable for women, but that being carried on as the dictate of labour principle, and causing unskilled labour to interfere seriously with skilled labour, was objectionable on that account.

On being questioned as to the general results to the women from this new employment, witness remarked that "the introduction of the women had at least improved the men."

Witness No. 282, who is apparently about 19 years of age, and very strong and muscular, and she did not find the work too hard. She makes on an average 17s. a week. This woman uses a lever for drilling the holes in the shuttles, &c., and said she could turn out 1,500 per day.

Witness No. 281 is employed in the same department, and makes from 12s. to 14s. per week. She said she did not find the work heavy or unwholesome.

Witness No. 283 is employed in "running" holes, i.e., cleaning them after they are drilled. She makes 12s. or 13s. per week on an average.

Witness No. 284 makes 11s. or 12s. on the same work. She and No. 283 are both healthy looking girls, and said they liked the work.

Witness No. 285 is a young girl on a time wage of 7s. a week.

Witness No. 286 makes between 8s. and 9s. per week in "penning" shuttles, i.e., fixing small portions there.

Witness No. 280 is engaged in the blanking department, and makes 10s. a week. The work here is very dirty. The persons and clothes of the workers were covered with dust and grime. They suffer a good deal from their hands, which get rubbed on the wheel so as to break the skin and cause bleeding.

Witnesses Nos. 281 and 282 stated their wages ran from 7s. to 10s. per week. They complained of the many dust which comes off the buff, and which is not only very dirty but gets into the throat. The men who work alongside of the women in this department are employed in the same process, but on heavier parts of the machine fittings. They make from 24s. to 28s. per week.

V. Needle-making Department.

In the needle-making department the women are engaged in drilling and finishing the eyes of the needles.

* I visited No. 10 with this firm. The girls I saw in the present room were lately moved to their work and dwelling in a separate house. The foreman denied that these girls form a class apart by themselves being, on the contrary, the wives and daughters of those employed throughout the factory.—E. O.

† The foreman explained to me that these stoves are heated at night only.—E. O.

‡ No. 280 is a member of the work-a-week. His statement does not agree with those of the manager of the factory No. 281, 240.

The woman performs this seated at the mulling machine. The work is not heavy, and the machine is worked by steam power. It requires steady attention, and is very dirty, the worker's hands being constantly immersed in oil.

Five workmen (Nos 295 to 297) stated their wages ranged from 12s to 14s a week. These workers said they endured no injurious effects from the work, and that they did not find it a strain on the eyesight.

The only feature remarked on by the workers as being "disagreeable" was the oil, which soiled the hands and was apt to get on the worker's clothes.

VI. Sample Mops and Inspecting Department.

In these departments the women are engaged in testing the various small fittings of the machines, and in examining the complete machines after they are put together. Care and exactness are needed for this work.

The workers have to lift the machines, which weigh from 12 lbs to 20 lbs, from the ground to the assembling table and back again, and, as a great number pass through their hands in the day, some muscular strain is attached to work in this department. None of the women complained, however, that they felt this unduly.

VII. Nickel Plating Department.

Workers Nos 302 and 303 are employed in the nickel plating department. The women here are engaged in brushing the small fittings of the sewing machines with jemies and carrying them to vats where they are lashed in a solution of nickel salt. It was stated by witnesses 302 and 303 that hydrochloric acid is also applied in this process, and that this causes eruptions on the skin and stains the clothes. I found the floor in this department covered with water, and although the girls employed here wear wooden clogs to protect their feet, witness No 302 and others complained of bad effects from the damp. Witness also stated that the fumes from the vats caused headaches.*

Witness No 302 makes from 12s to 16s a week. Out of this she has to provide her own brushes, which cost her 6d a week. Witness No 303 is engaged in the same department, but in slightly different work; she makes about 14s a week.

VIII. Summary.

I found the sanitary arrangements very good throughout the various departments in the sewing-machine works. The work rooms are lofty, well lighted, and well ventilated. Excellent lavatory accommodation is provided, and this is kept in good order.

There is a restaurant with large dining rooms attached to the works, where food is provided at a moderate tariff. This is not under the control of the firm, but has been established with their sanction by a purveyor.

The alleged disadvantages which affect the women workers arise chiefly from the nature of the work itself in certain departments. Exception may, however, be taken to such arrangements as exist in the japing department, where the drying stoves are placed in the same enclosure as the work room. This adds greatly to the discomfort of the workers, and the high temperature is presumably trying to their health. The weights in this and other departments carried by the women I have mentioned should not be forgotten.

Further danger to health arises from the materials employed, as, for instance, the naphtha oil and the paraffin used in the transferring and polishing departments.

The heavy work in the latter and the large proportion which the cost of the materials bears to the wages earned also tell against the employees.

In the nickel plating department the conditions of the work and the materials used are also, according to the evidence at witnesses 302 and 303, deleterious to the health of the workers.

With regard to the shackle-making department, from what I observed I am inclined to think that although the work is not heavy in itself, the surroundings, which are those of an engineer's shop, with the usual smoke,

grime, and noise, make this a highly unsuitable occupation for women.*

From the point of view of men engaged in the trade, the economic result of women's employment here is — That men's labour is being displaced by women's, and the presumption is that this may spread to other departments where similar work is done.

In connection with the moral results to the workers from women's employment in such work as this, and with reference to the statement made by witness No 280, that the presence of the women had had a good effect on the men, I may state that so far as I have investigated employments where both sexes work together in the same departments, evidence seems to point to the conclusion that where the women are in the majority their influence may have the result claimed for it by witness No 280.

V.—POTTERIES AND PIPE MANUFACTURE.

I have pursued an inquiry into the conditions of women employed in the pottery and pipe factories in Glasgow. I have visited eight of these factories and have received evidence from over 50 witnesses, comprising employers, operatives (chiefly women), and others having an intimate knowledge of the conditions of work in this industry.

I have also had special assistance from the secretary and other representatives of the Pottery Union (local).

The following are the heads under which evidence has been chiefly collected by me:—

1. Departments of the work in which women compete with men.
2. Wages.
3. System of sub-contracting the work to the women on the part of the employers.
4. Deductions from wages for materials, &c.
5. Sanitation of workshops and effects of work on health.
6. Employment of married women.
7. Summary.

1. Departments of the Work in which Women compete with Men.

I have obtained the following evidence regarding the introduction of women workers in the branches of the trade previously carried on by men.

In pottery No 121 I found the women employed in making, by a machine called a "monkey," articles which the men formerly made by hand.

The following examples of the comparative rates paid to both sexes were given me by witness No 354—

- Basins. Men's price (made by hand) 6s a score.
" Women's price (made by "monkey") 3s a score†.

Witness No 362, secretary of the men's Pottery Union, gave a further example under this head. In pottery No 125 about 10 women have been engaged in the turning department on work previously done by the men. These women were paid 22s for the same amount of work as the men had formerly received 42s for. The women are new out of employment, owing to there being the slack season. Witness stated that one had feature about the employment of women as turners is that when the slack time comes on, while men can be employed on work in other departments the women must frequently remain entirely idle.

The slack season may be pointed as lasting four or five months in the year, during which, when the women are not dismissed, their wages may sink from 12s or 13s to 6s per week.

Witness said the same objection applied to the "monkey" and the "jelly" work.

Witness and the members of the men's union objected strongly to the employment of women's labour in the "monkey," "jelly," and turning departments,

* The shops are very large, light, and well ventilated. There is ample space between the workers and plenty of superheated steam. I could detect nothing in this department to cause the fear witness—E. G.

† His wife and I visited this pottery together. The manager says there is little difference, if any, between the cost of employing men and women. The women do not get satisfied, as the men do, and they are the more expensive and numerous of workmen, which she said is bad.

The
factory
of Women
(a) En-
sured re-
sults from
employ-
ment of
men.
(b) Men's
results.
(c) General
results of
employment
of both
sexes in the
same depart-
ment.

(a) Scope
of the in-
quiry.

(b) Op-
erations of
the trade
(c) Heads
of the in-
quiry.

(a) Work
now done
by women
formerly
done by
men. Rates
of wages
paid to both
sexes.

(a) Effects
of men's
work in
women's
shops.

(a) Effects
of men's
work in
women's
shops.

(a) Effects
of men's
work in
women's
shops.

See
Factory
Survey
of Women.

(c) Further
employment
of women
in
various
departments.

not only because the irregularity of the employment is highly injurious to the women themselves, but because the labour required from them being unskilled, the supply of workers can be easily kept up and may be used as a means for lowering the wages of the men.

Witness No 408, a male operative of large experience, stated that women are now being employed in the place of men as "handlers," their work being to put the handles on cups, &c.

Formerly, when men did this, they were paid 28s for what the women now get 14s 6s.

In pottery No 120 I found women employed in making by a machine plates which were formerly made by men with hand labour.

The machine used in this case was the jolly. These women make on an average 9s a week. I could not obtain here the rates of wages formerly paid to men for their work, when done by hand, but it was stated that the men workers all over the clay department make 40s or 50s a week. The men have one or two girl assistants, to whom they pay a set wage of 3s a week each.

In pottery No 122 I also found the women engaged on plate-making on the "jolly." The employer who took me over the works, stated that the women were certainly paid at lower rates than the men, but declared himself unable to give figures that would show the difference relative to the amount and quality of the work produced. The girls make from 12s to 15s a week on piece-work and the men about 40s, the latter paying 2s a week to a girl assistant. The employer here said he preferred men workers, owing to their greater strength and steadiness of attendance. He went on to complain of the scarcity of male labour in the potteries, owing to the coal and iron trades of the district drawing away the bulk of the men workers.

(d) Scarcity
of male
labour.

(e) Employ-
ment of
boys.

I was informed by this witness that before the Factory and Workshop Act imposed an age limit, boys were employed on the work now done by women.

(f) Men's
discontent
with the
degrading
department.

In the degrading department of pottery No 121 the girls begin with a time wage of 6s a week, and after a year or so they are able to make from 12s to 20s by piece-work.

The men employed in this department make 30s a week, but they are engaged on higher class work. That done by the women consists chiefly in filling in outlines with red colour, and involves little skill. The employer told me he had long been anxious to develop women workers in the more highly skilled branches of the degrading department. He was of opinion that with a little training they would be perfectly capable of taking up these, and he was offering, he said, to pay them at the same rates as he paid the men, but all efforts in this direction had hitherto been frustrated owing to the opposition shown by the latter. This statement regarding the opposition of the men dangers was contradicted by the manager in this pottery.

(g) Training
and
employment
of women
in
degrading
department.

Owing to the admirable training now afforded in the Glasgow School of Art, in which the employer in question takes an active interest, a number of women have been thoroughly trained as designers and are taking work in this way for which they are well remunerated.

In pottery No 123 I also found the girls replacing by the "jolly" the hand labour of the men. The women in this department average 11s a week and the men 22s.

The foreman stated that he could not make an exact comparison between the labour of the men and that of the women. He was of opinion that the quantity turned out might in both cases be nearly equal, but the men put a much higher finish on their work. A statement was also made here to the effect that the firm would prefer male labour, but had a difficulty in getting it.

2 Wages

The employment of women in potteries and pipe factories, and more particularly in the latter, is characterised by increase of wage and irregularity of work.

With regard to wages in the pipe factories, witness No 339, who is a married woman and has worked in the trade for 18 or 20 years, stated that women's earnings are very much lower now than they used to be. About 15 years ago a woman could make from 18s to 20s a week, and now the average wage is from 7s to 12s in the busy season, while in the slack season it may go much lower than that.

Pipe finishing is paid at from 1½d to 3d per gross (freely the latter), and 18 doses are allowed to the gross. An ordinary worker may turn out 12 or 14 gross per

day, but the supply is very irregular. Witness was of opinion that the demand for a different class of pipe requiring more time and careful workmanship from the worker has something to do with the decreased earnings. She also thought it was partly accounted for by the fact that some of the finishing, formerly done by the hand, and paid at 1½d per gross, is now done by a stamp before it reaches the women finishers.

See
Factory
Survey
of Women.

In pipe factory No 115, I was informed the wages vary according to the class of pipe manufactured. The stock class is paid at 2d per gross, and 12 gross may be turned out in the day. The average wage, when work is good, is about 8s a week, but frequently wages run as low as 4s or 5s a week.

(h) Wages
in various
factories
and
departments.

In the bench and dressing stage department of factory No 116, the women are engaged in turning out the day used for this purpose in small blocks from a machine. When a certain number of blocks have been turned out, they are placed on wooden trays and taken to the drying department. These trays, which weigh about 17 lbs., are carried by the women workers. The wages here run from 5s to 8s a week.

In factory No 118, I found wages were paid on a similar scale to that of factory No 116.

In factory No 119 the finishers get from 1½d to 2d a gross, according to the kind of pipe. The latter rate is, however, very rare.

Wages run from 4s and 5s to 16s a week here, the variation being very much due to the amount of work given out.

I was informed the men's wages run from 17s to 28s a week.

The pipes for which men are paid 7½d per gross for making, women receive 1½d per gross for finishing.

The men may make six gross per day, the women may finish nine ditto.

Witnesses Nos 347, 348, 349, 350, who are employed in this factory, confirmed the information given by the employer and managers regarding wages rates. These workers complained bitterly of the difficulty they had in making a living, owing to the irregularity of the work.

The piece-workers on the "masonry" and the "jolly" machines make from 9s to 15s per week in the busy season, the average being about 11s. Some of these workers have young girls to help them, who are paid a set wage of 6s and 6s a week, in this case by the firm.

In the dressing department of pottery No 122, the women are engaged in chipping off small knots and particles adhering to the glass after the final firing. This is light work, and the women are able to get while doing it. They are paid a time wage of from 6s to 10s a week.

In the transferring departments, where designs are transferred from pieces of paper to the pottery previous to its being glazed, the girls make about 12s a week (piece-work).

In pottery No 123, 3s 6d is deducted from this to pay a girl assistant.

In the degrading departments wages go from 6s a week (time wage) to 12s and 20s (piece-work wages).

The following wage figures were given me by women workers employed in pottery No 123, and verified by the manager.

Worker	Per week	
	345	346
Worker No 345 averages	12s 6d	degrading department
346	12s or 13s	"
(Both of these workers pay 3d per week for gas and 3s 6d to girl assistant.)		
Worker No 347 averages	3s	clay department.
348	6s	"
349	7s	"
350	10s	"
351	10s or 11s	"

In pottery No 127, which is engaged almost entirely in making flower pots, I found the women employed in kneading clay and turning ladders for the men.

The men employ the women in the former work at a time wage of 9s, 10s, and 12s a week.

Workers Nos 400, 401, 402, 403, 404, 405, 406 are engaged here in lathe turning. They are all unmarried and youngish women, with the exception of No 400, who is elderly and who complained of her heavy work.

The other women seemed very healthy, and said they had no grievances but low wages. They are all on a "set pay" ranging from 8s to 11s a week.

The employer in this pottery appeared very sympathetic towards his workpeople. He spoke regretfully at

(i) Wages
and supply
of work.

(j) See
wages in
wages

the low wages, and added that they were falling and would probably continue to fall, owing to the low market prices for the chief article of his manufacture, i.e., Bessemer pots.

3. System of Sub-contract.

I found that in the potteries and pipe factories a system of sub-contract prevails, by which the man employs a certain number of women assistants whom they pay at a fixed rate, and for whose wages they are responsible. In the potteries the men may have one and in some cases two girls to assist them. The work of these girls, who are termed the men's "wives," is chiefly to carry the pieces of pottery to and from the kilns, and to be at hand to assist generally in bringing what may be wanted. These girls are usually paid 2s a week, and occasionally 11s.

Witness No. 408, a middle-aged worker (man) of great experience, stated as an objection to the system of sub-contract, that if engaged the girls lose occasional loss of wages through the inexperience, &c., of the men. The firm takes no responsibility regarding the payment of the girls' wages, and they are extremely dependent on the workmen who employ them.

The girls may also suffer in other respects, owing to the character of the work under whose control they are.

With reference to the system of sub-contract in potteries, it was stated by the manager, in testimony No. 136, that it was customary with the workers to adjust to a public-house on pay-day, and for the men to pay the girls' wages there.

The employer in pottery No. 122, with whom I had some conversation on this point, said the employers in the potteries certainly undertake no formal responsibility regarding the girls engaged under this system, but in the case of his own works he felt a moral responsibility, and always made a point of inquiring and re-considering with the men when balance of payment of the girls were reported to him.

The following instance was given me by witness No. 122, a male operative, in illustrating the proportion of profit allowed for the men to their women assistants:—

For making 80 dozen 7 inch muffle plates a man is paid 2s 4d. 11s. reckoned as expenses to be deducted from this—

	s	d
For steam	0	6
For clay	0	4½
Girl assistant	1	4
Total	2	0½

Leaving a profit of 6s 3½d to the man, while the girl receives 1s 4d for her share of the labour.

In the pipe factories the women are employed under a sub-contract in burning the pipes which the men make. The burning consists in putting off the steam left by the mould in which the pipe is formed. Two women usually finish for three men. These women are on piece-work wages, and are employed only 4½ days per week, being unusually idle one day in six, owing to the process of the manufacture. The idle day is usually Monday or Friday, according to the arrangements of the different factories.

4. Deductions from Wages for Drivages, Gas, Materials.

I have had complaints from workers regarding what they consider their undue liability in the matter of drivages. The custom of deducting so much per week for gas is also a grievance in some of the departments. In others I found that workers carrying a weekly wage of 12s or 13s had to pay off the sum of 5s 6d to an assistant. (Witnesses 365 and 366.)

In other departments workers have to some extent to provide their own materials.

With regard to drivages, witness No. 408, who is an experienced male operative, stated that when girls are employed in making the ware, they are responsible for it from the time it leaves their hands until it comes back from the turner. They have thus to bear the risk of damage incurred while it is carried to the "stallage," and after that to the turning lathe, while any breakage due to carelessness on the part of the turner comes against the girl who makes the ware, the latter being paid only for what comes back intact from the turner. Witness stated that the loss in drivages is usually estimated at from 5 per cent to 7 per cent.

In pottery No. 120 I found that 2d. per week is deducted for gas from the wages of the men-workers in the transferring department. In the decorating department they also pay 2d. per week for gas. They provide their own brushes, which cost them about 1s in

2 or 30 weeks, and 1d. per week is kept off their wages as a subscription to the millinery.

The male workers pay 7s 6d per week for gas and steam.

In pottery No. 122, witness No. 365 says 12s 6d per week (piece-work) in the transferring department. Off this she pays a young girl, who helps her, 5s 6d (fixed wage) in the week. For gas she pays 2d. per week—leaving her a balance of 5s 9d in wages for herself.

Witness No. 366 makes 12s or 13s a week, and also pays 3s 6d for service and 3d. for gas.

These deductions are made from all the workers in the department. Many of them complain very strongly regarding this.

A further loss of 1d. per week for the millinery is made on every worker whose wage is over 5s a week.

5. Situation of Workshops.

Witnesses Nos. 361 and 362 stated that in summer it is usually hotter inside the workshops than in the full glare of the sun outside.

Witness 362, secretary of the men's Pottery's Union, stated that a temperature of 80 degrees is frequent, and it may even rise to 100 degrees or 120 degrees. The women are not only at work in this temperature, but sometimes they have to carry muffle weighing from 18 lbs. to 25 lbs. to various departments.

Men and women are often off duty for days at a time owing to the effects of the heat, and cases of complete prostration are frequent.

Witnesses 363 and 362 said they had often seen workers in a half frenzy break several panes of glass in the windows in order to get instant relief.

Witnesses Nos. 408 and 406, experienced male operatives, complained of the intense heat, more particularly in summer. They were of opinion that this was largely owing to the position of the stoves, which are placed too near where the operatives have to work. In many cases economy of space is the only thing studied, and the comfort and health of the workers are entirely disregarded. The stoves are also frequently placed down the middle of the workshop between the windows, and in a way that does not allow the air to circulate, or, as witness No. 408 expressed it, "the stoves plumb through draughts." Witness No. 408 stated that the dust is also a serious drawback.

It was also strongly urged that the legal hours worked in potteries are too long for women workers, considering the nature of the work.

As my inquiry respecting potteries was conducted in the latter part of October and during unusually cold weather, I was unable to test the degrees of temperature reported by witnesses Nos. 362 and 363, but in all the potteries visited I found the atmosphere very oppressive in the departments where the stoves are. From what I observed at the situation of these, I think that much of the discomfort arises from their being too near the workers. Usually the latter are only separated from the stoves by a partition, so narrow that it scarcely allows two persons to walk abreast. The temperature registered on the occasion of my visits were from 55 degrees to 70 degrees and 80 degrees.

In the pipe factories the drying stoves on which the pipes are placed to harden are of a different construction from those in the potteries. In the latter they are heated chambers of which the door can be shut, but in the pipe factories the stoves consist of a framework of iron forming successive trays, placed one above the other and heated from below by iron pipes, the stoves open in the centre of the room, so that the heat is given off in the surrounding atmosphere.

I found this arrangement in factory No. 116, but on the occasion of my visit the stoves were not heated. The employer here frankly stated that the heat was as a rule "very great," and informed me that "the temperature usually required was 80°." He added that his workers, being accustomed to it, did not seem to mind.

In factory No. 118 I also found drying stoves in the rooms in which the workers were employed. The foreman told me that usual temperature was about 70 degrees.

There was no provision for ventilation in this workshop, and owing to their position the windows could not be opened without causing bad draughts. In summer I was informed a little relief could be got by opening the door, but in winter they "just had to put up with things."

The upper work room here is a garret, also containing a drying stove. Owing to the small dimensions of the room and the slope in the roof, the atmosphere here

(a) Nature of women's work in pipe factories.

Extent of drivage time.

(c) Details of general conditions in factory.

(a) Work and evidence regarding temperature in potteries, and effects on health.

(b) Description of structure of stoves.

The
Kiln-
men
at
Barn-
ley.

(1) Amount
of
sanitary
accommodation
provided.

(2) Cause of
illness
suffering from
this.

(3) En-
gine-
room
temperature
and
humidity
in
the
pipe
factory.

(4) Weight
carried by
women in
the
pipe
factory.

(5) Employ-
ment of
women in
the
pipe
factory.

(6) En-
gine-
room
temperature
and
humidity
in
the
pipe
factory.

was very heavy and, in fact, stifling. The temperature was 50 degrees, and thus, the foreman informed me, was usual.

I observed the majority of the workers in this shop were very pallid, and seemed to be suffering from beriberi.

No sanitary accommodation is provided for the women workers in this shop. The foreman informed me he had repeatedly brought the matter before the firm, but all his efforts to have the grievance remedied had been in vain.

I learned from witness No. 353 that a daughter of hers, who was formerly employed here, had been obliged to leave through illness brought on by the unsanitary conditions of the workshop.

Witnesses (women) Nos. 347, 348, 349, 350 complained of the heat in the pipe factories owing to the stoves being in the same room as the workers. They stated that in summer it was almost unbearable, and that they were "sart brangled an' farlockies w'd."

They complained also of the low wages and of the meagre supply of work, stating that they might spend whole days waiting in the shop and have almost nothing to do, the wages in slack times running from 4s. to 5s. a week. The want of sanitary accommodation in factory No. 116 was also complained of, and two other factories Nos. 184 and 185 were reported by witnesses Nos. 338 and 337 as having the same grievance.

On my visit to pottery No. 120, I found the air much vitiated in several of the departments, owing to the fumes from the men being extracted within the workshops and allowed to ventilate freely into them.

Workers Nos. 332 and 333 have complained of the defective sanitary accommodation for the women. Only one lavatory is provided for over 100 girls. This is placed at the gate by which all the workers enter, and the women greatly object to the publicity of the situation.

In Pottery No. 125, I found good sanitary accommodation provided for the operatives, and also in pipe factory No. 116.

In some departments of the potteries the atmosphere is very cold and damp, owing to the quantity of wet clay being about.

Several of the older workshops, notably those in pottery No. 127, are very insufficiently lighted, and the combined cold and gloom gave them a depressing appearance.

I have frequently observed in potteries visited, women workers employed in carrying masses of wet clay, which were apparently too heavy for their strength.

I have in several instances tested the weight of the burdens, and found them to be, so far as I could judge, from 17 lbs. to 20 lbs. weight. This estimate was corroborated by other persons.

Many of the workers have complained of the rough, heavy work in the clay departments.

In pottery No. 127, I found a number of women employed in licks-traying, which, in some cases, is very tiring and laborious. One elderly woman here is engaged in turning a large wheel by a handle. This woman, No. 401, informed me she seldom had an interval of rest during the working hours of the day. The wheel is placed in a dark-cave of one of the ground workshops. The air here is very chilly, owing to this being one of the clay departments, but, notwithstanding the temperature, the woman was perspiring freely at the work. I tried the motion of the wheel, and found it very heavy.

In other instances the wheels are worked by a treadle which has a light and easy motion, similar to that of a sewing machine. The women engaged at these told me they were sometimes allowed a rest of 30 minutes at irregular intervals.

In pottery No. 125, I was informed by the foreman there had been several instances of workers suffering from "pottery disease." This is caused by the dust (in which there is a large admixture of flint) that comes from the dry moulds, and gets into the lungs. I saw one worker, a man (witness No. 304) who had worked for 20 years in the pottery, and who was affected with this. The symptoms resembled those of bronchitis. It was stated there was no record of a woman worker suffering from this disorder, as the women seldom remain long enough in the potteries to incur the risk of being attacked by it.

I have made special inquiries among the women workers on this point, but have not been able to trace any cases of illness arising from them working in this dust. Many workers have, however, complained of discomfort and a "feeling of choking" owing to the dust in certain departments.

6. Employment of Married Women

In my visits to the potteries I observed that the female operatives employed in them are chiefly young women. In the potteries, on the other hand, there is a large proportion of married and older women. This is due to the custom among the men workers of employing their wives to finish for them. Sometimes a daughter or other female member of the family may be employed.

Witness No. 372 is a married woman whose husband is employed in the same shop. She makes 10 or 12s. a week, and pays 5s. 6d. a week of that to a woman for taking care of her family at home. This witness gave as her reason for remaining in the workshop that she was "sart" to please her husband but herself.

Witness No. 373 has worked 10 years in a pipe factory. She is a widow, and makes on an average 4s. or 5s. a week.

Witness No. 374 is a married woman. Her husband is employed in the pipe factory, and she "finishes after him." Her husband makes 14s. or 15s. a week, and sometimes more. The wife makes 5s. or 7s. a week in the busy season, and frequently "not half of that in the slack time." She pays 5s. 6d. a week to a customer for looking after her children. This witness also stated that her husband preferred her work to that of a stranger.

Witness No. 375 is a married woman. She makes about 7s. a week. She has two children, and "the woman next door gives them a look" while witness is helping her husband of the pipe factory.

Witness No. 376 is a married woman working for her husband. She makes 5s. a week. This worker states that since the new month, on which the shop was cut, had been introduced 1d. per gross had been deducted from the workers, who formerly did the stamping as a separate item.

All these workers complained much of the low wages and the irregularity of the work. They also stated that the heat was bad in summer, and that the workers suffered much from the unsanitary condition of the workshops.

With regard to the employment of married women in the pipe factories, the anxiety of the men to have their wives to "finish" for them, even when this involves their leaving their homes and families to the care of strangers, while the women, as a rule, may be accounted for to some extent by the fact that the men are responsible for all breakages and damages in their work. The extremely fragile nature of the materials makes great care in handling them necessary, otherwise the loss in breakage would bear a serious proportion to the wages earned. Consequently it is desirable that the "finisher" should also have a stake in the work.

I also learned here a method used, witness No. 375, who has a large practice in the pipe factory district, and an extensive acquaintance with the labor of the workers, that owing to the tools required being simple and few in number, as no informant said "the plant can all be contained in the coat pocket," it is seldom in a man to start in business for himself when trade is good, and to employ his family to help him. When trade falls off he and they carry their laborer to the factory instead.

7. Accommodation for Workers during Meal Hours

As the result of my inquiries I find that a matter deserving the attention of employers is the desirability of providing accommodation for women workers during meal hours.

Owing to the shortness of time allowed, 45 minutes being allotted for breakfast and the same time for dinner, there is urgent need that some provision should be made for the comfort and convenience of the workers, more especially considering the nature of the work, which induces overheating, and exposes them to great risk from cold in leaving about the gate and outside passages or many of them do.

In my visits to the potteries during meal hours, I have observed large numbers of the women waiting on

(7) Cause of
illness
suffering from
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(8) En-
gine-
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temperature
and
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in
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pipe
factory.

(9) Weight
carried by
women in
the
pipe
factory.

(10) Employ-
ment of
women in
the
pipe
factory.

(11) En-
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room
temperature
and
humidity
in
the
pipe
factory.

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at
Winnipeg.

the floor in some of the workshops smelt general dirt and disorder.

Frequently, too, they bring about with the men workers during meal hours, and much rough talk. I am informed, goes on. This point was strongly urged on my attention by several old and experienced workers of both sexes.

B. Summary.

So far as my inquiries have gone, I find the chief grievances of women in potteries and pipe factories are—

- I. The low wages.
- II. The irregularity of the work.
- III. The high temperature in the workshops.
- IV. The defective sanitary arrangements.
- V. The heavy work in the clay department.
- VI. The tendency to drive married women away from their homes.
- VII. The evils which may arise from the system of sub-contract in potteries.

VI.—LEAD AND COLOUR WORKS.

LEAD WORKS.

(a.) Extent
of the in-
dustry.

The white lead industry is not an extensive one in Scotland, and the only works in connexion with it are in the neighbourhood of Glasgow.

(b.) Inve-
stment of
employ-
ment.

Owing to fluctuations in the amount of labour required, employment in these works is very irregular, and workers may be taken on by the day when needed, and then dismissed. Consequently the lead factories are regarded rather as a refuge for the casual worker than as a regular industry.

(c.) Charac-
ter of work-
ing condi-
tions.

The lead works are situated in a country district, and the workers are drawn from the surrounding neighbourhood. Many of them come from very poor homes, and it was stated, they are very irregular in their habits, and there is much immorality among them. Owing to the works being in close proximity to the soldiers' barracks, a number of the men's wives and daughters seek employment here.

(d.) Depart-
ments which
employ
women.

On the occasion of my visit to the lead works I was shown over the various departments by the manager. These which employ women are—

1. The lead department.
2. The washing department.
3. The colour department.

1. **The Lead Department.**—In this department the women are employed in shodding trucks, and in carrying bags of lead piled on trays, from one part of the works to another. These trays sometimes weigh 55 lbs. The leaden blocks are taken from the trays and spread in layers to undergo a certain process. It is here the danger comes to the worker from the poisonous dust that comes off the leaden blocks while being handled.

The majority of the girls wear respirators over their mouths, and the rules of the works require that all should do so. Every precaution is taken to allay the dust by watering it. The workers are engaged on piece-work, so much being allotted to them for each day. The quantity of work usually occupies them about six hours, and no worker is employed for more than half a day at a stretch, with intervals for meals.

2. **The Washing Department.**—In this department the girls are employed in washing the lead, and separating the refuse from the material to be employed. I was informed by the manager and girls that the risk of lead poisoning here is much less than in other departments, as there is little or no dust. The work is fairly heavy, and involves a good deal of stooping over the tubs and sluices.

3. **In the Colour Department** the girls are engaged in filling the cans with liquid pigments. The odour here is disagreeable, and the work is somewhat dirty, but I had no complaints as to bad effects to health from any of the workers.

The following witnesses gave information as to conditions of employment in these works:—

Witness No. 411 is a healthy-looking girl. She stated she had been employed for some months in the works, and had felt no bad effects from the dust. She makes about 1s a week, and is employed about six hours per day.

Witness No. 412 has worked about seven months. She stated she had not suffered in health herself, but quoted the case of a girl who had been severely ill and

delirious from the effects of lead poisoning, brought on by employment here.

Witness No. 413 has worked several months, and feels her head trouble her occasionally, but not seriously. She wears her respirator over her mouth constantly while at work.

Witness No. 414 makes about 15s. a week. She has no complaints to make regarding the work, or its effects on her health.

Witness No. 415 makes 9s. a week. She has occasional headaches, and complaints of internal pains, which she thinks indicative of lead poisoning in a slight degree.

All of the above workers are young women, their ages ranging probably from 16 to 25. Like the majority of the women here they have only been employed some months, and in no case over a year.

Witness No. 416 is a middle-aged woman, who has been employed here for 16 or 17 years. She has not found her health impaired by it, but the manager informed me this worker had been engaged largely in "errands" about the place, which way, to some extent, account for her having escaped the bad effects of the lead dust.

Witness No. 417 is a soldier's wife. She has been five months married, and three months employed in the lead works. Owing to her husband not being on the strength, she cannot be accommodated in the barracks, but has lodgings in the village. As her husband's pay is small, she helps to eke out the income by working here. She complained of frequent headaches and of other slight symptoms of lead poisoning.

The majority of the women I saw seemed disposed to make light of the danger to health arising from the lead dust, but so far as I could learn they were their anxiety chiefly to the fact that their labours in intermittent, and in most instances, of short duration. In the opinion of the workers, apparently the greatest objection to the work are the low wages and the irregularity of employment. All the workers spoke highly of the firm and the kindness of the manager, and stated that everything necessary for their comfort was provided.

Day workers in the lead factories are paid 10s per day, which, as before stated, is about six hours, and the workers say that about 11s. per week can be made with regular employment.

On questioning the manager as to the effect of the work on the health of the employés, I was informed that they count on homegoing worker every three months through sickness. The manager, who apparently takes a deep interest in the workers, expressed great regret as to the moral results to women arising from the irregularity of the employment. He stated that the conditions of the work also situated an untidily and unsuitable class of workers, and so cut both ways.

I was, however, assured that when a girl is steady in her habits and otherwise satisfactory, no effort is always made to give her continuous employment.

Ample provision is made by the firm for bathing, &c., and a bath at least once a week on the part of all the employés is insisted upon. * Teeth-brushes, nail-brushes, &c. are also provided, and their use is enforced. Overalls are kept for them to wear while at work, and these are also carefully washed.

There is an excellent dining-room attached to the works, and soup and porridge is provided free by the firm.

I was permitted by the manager to make the following extract from the wages book as showing the range of workers' earnings:—

s.	d.
14	5 per week
12	0 "
13	8 "
9	2 "
13	6 "
10	1 "

This is the only case in which women are employed in white lead factories in Glasgow.

In consequence of information received concerning another firm (the White Lead Company, Powell Park), I visited their works, but found that although they had formerly employed five or six women, they had now

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(c.) Depart-
ments in
the work

(d.) Wages.

(e.) Man-
ager's re-
marks.

(f.) Res-
pirators
and
equipment.

(g.) Dining
room, &c.

(h.) Wages
book.

(i) Pre-
vious re-
marks on
other firms.

(j) Inve-
stment of
workers.

For
Employment
of Women.

entirely discontinued the department in which female labour was employed.

Medical Evidence.

(a) Medical
evidence.

I have made inquiries at the Western Infirmary, where workers suffering from lead poisoning are sent to be treated, and am informed by the authorities that they have had very few cases to deal with.

I submit a statement supplied by Dr. Hay, the medical officer for the lead works:—

"I beg to state that I have had medical supervision of the lead works ever since the work was started (now, I think, about 15 years ago), and that during the whole of that period no death from lead poisoning contracted there has occurred in my practice amongst them. We have occasionally a case of lead colic, causing inability to work for a few days.

"This occurs mostly in cases where the general surroundings are bad, causing impairment of the general health, and thereby predisposing to disease, but, as a rule, we have a healthy lot of girls and women to deal with, who are rarely ill, although many of them have been employed in the factory for a great number of years, and my belief is that by proper attention to the appliances provided by the firm for the safety and comfort of their workers, we ought to have almost complete immunity from any bad effects which the lead may tend to have. The state of matters which I am reported from the Newcastle district has no existence here."

CIGARETTE WORKS.

(a) Extent
of women's
employment
in the
industry.

I visited six firms engaged in colour making with a view to ascertaining whether women were engaged in the white lead departments connected with their works. In the case of five of these firms I found no women were employed in any of the departments.

In the case of one firm, I found 12 women were employed, but these were confined to the packing departments and the oil and turpentine departments. Men only were employed on the lead work.

The work in the women's departments is rough and dirty, but has no serious effect on the health.

This firm keeps a record of the workers' health, and had had only one case of sickness during 12 months—in this instance arising from cold.

The wages ran from 8s to 12s a week. The work stops at five minutes before the hours for closing, so that workers may have time to prepare for leaving, &c. No meals are allowed to be taken on the premises. No fires are required.

Separate lavatories and a resting room are provided for the employees.

I was informed by representatives of the other five firms, subsequently visited, that it is not customary to employ women in colour works, and that the two firms which are mentioned in my report as lead works are the only ones that employed women in that industry in Glasgow.

VII.—TOBACCO MANUFACTURE.

(a) Extent
of women's
employment
in the
industry.

This trade engages a large number of women workers. It does not offer the undesirable features which characterize many of the industries followed by women—that of irregularity of employment—work in the tobacco trade being steady throughout the year.

Men and women do not compete with each other in any appreciable extent in this industry. The latter are employed in "stripping," "spreading," and other branches connected with the preparatory stages of tobacco manufacture. The most highly-skilled department, that of "aging," involves considerable training on the part of the worker, who aims at proficiency, and thus reaches a standard exclusively confined to men. They serve an apprenticeship of several years, and are paid 3s and 3s 6d a week, or more. In two of the factories visited, Nos. 162 and 163, I saw women employed in a superior form of "aging." In the case of one woman, witness No. 568, the worker informed me she had been five years at her trade, and reckoned on making 15s or 16s a week. Another witness, 569, said she had worked normal years and that her wages ran from 15s to 17s a week, two other women in factory No. 163 were stated by employer to be on a set wage of 21 sh a week.

Some women here are also employed at from 15s to 16s a week on what is termed "spreading," but which cannot be actually compared with the work under that name done by the men.

In the cigarette making department of factory No. 163 I found the following scale of wages posted up:—

Description of Work	Men per week.	Women per week.	Young Persons under 18 years of age.
Best work	2 4 1 8	2 6 2 2	2 2
First work	2 0 1 6	2 0 1 6	2 0
Second work, lighter than the first	2 0 1 6	2 0 1 6	2 0
Third work, with roughness	2 0 1 6	2 0 1 6	2 0
Fourth work, with roughness	2 0 1 6	2 0 1 6	2 0
Fifth work, with roughness	2 0 1 6	2 0 1 6	2 0
Sixth work, with roughness	2 0 1 6	2 0 1 6	2 0

Men and women work side by side here, and are engaged on the same class of work. On asking the reason for the different rates shown by this scale, I was informed that the women were "less expert" than the men.

In the cigarette department of factory No. 162, I was informed by the manager that the total number of cigarettes turned out per week by a man and a woman would be, on the average, 12,000 by the former and 9,000 by the latter. I failed to obtain the wages rates here, but the manager informed me the women might get 2s 6d for what the man was paid 3s for.

In both factories the cigarette making is almost entirely taken up by foreigners, who are chiefly German Jews. A large proportion of the women are also foreigners. I was informed that British workers cannot compete with them so skill and dexterity, and that even in the case of the women workers, who enter on equal terms as regards previous training, a German Jewess speedily outstrips her Scotch or English colleagues in the trade.

In factory No. 162, which is the largest, and employs about 600 women, the manager stated that custom of the preparatory departments seem to attract a very low class of workers, and that they kept these strictly apart from the other women. I was shown one room, where a large number of young and respectable-looking girls were engaged on work similar to that carried on in the departments referred to, and I was told these girls were being trained for the work, and kept separate from the others, and that by and by a "weeding out" process was to be instituted, when they would take the place of the girls of ready and objectionable habits. In reply to my questions, the manager said he was unable to account for the difference in character and habits between the two sets of workers. He found it was "pretty much a case of birds of a feather flocking together," and that when a few girls of a certain stamp entered a department they seemed to bring others like them in their train, until gradually the better-class worker was eliminated.

In the case of the tobacco workers the difference in appearance presented by the workers in the various departments was very striking. I found on inquiry, however, that the majority of the workers of the lower class made very small wages, which is sometimes found to be the accompaniment of the low standard of morality, and social habits complained of.

It was stated by an employer, witness No. 566, that a large number of boys used to be engaged in the tobacco business before an age limit was instituted, and that women are now taking up the work formerly done by the boys.

There are no fines imposed in any of the factories I visited. In factory No. 162 workers making over 4s a week pay 1d a month as a subscription to the infirmary, workers making less than 4s pay 1d per month. One feature in tobacco factories to which my attention was directed as supplying a probable deterrent to more respectable workers seeking employment there, was that workers undergo a search before leaving the works in order to prevent their concealing and taking away tobacco. I made inquiries both among employers and operatives on this point, and was assured that the search was merely nominal. Employer No. 568 stated that they were, however, very strict in dismissing workers who were ascertained to be untrustworthy.

In spite of the strong smell of tobacco, I was assured the work has no injurious effects on the health, and that

For
Employment
of Women.

(b) General
evidence.
(c) Differ-
ence in
wages rates
and amount
of produce
made.

(d) Foreign
labour.

(e) Class
differences
in workers.

(f) Girls
in tobacco
industry.

(g) Fines,
deductions,
and rebates
from
wages.

(h) Effects
on health.

on the contrary, the employees often enjoy a remarkable immunity from local epidemics.

I questioned a large number of operators regarding the effects to health arising from their work, but found no case in which injury had resulted.

I had an interview with Dr. Irvine, the medical officer for the factories visited, and received an assurance from him to the same effect. Some stress seemed to be laid on the fact that attention of the eyes must be carefully considered in workers seeking admission to tobacco

factories, but the medical testimony was to the effect that the work did not induce disfigurement of the eyes.

It was suggested by Dr. Irvine that it would be more satisfactory were medical men allowed to inspect the workers every three months. As he stated, the medical examination on entry could not guarantee the workers' health for a period of time, and that in order to give medical supervision any value it should be renewed at certain intervals.

The following wages figures were supplied to me by women workers employed in tobacco factories, and verified by the employers:—

Spindles			Stoppers			Pickers and Sizers		
Witness No.	s	d per week	Witness No.	s	d per week	Witness No.	s	d per week
No. 342	5	6	No. 343	12	6 to 11 8	No. 371	15	6 to 17 8
" 344	4	6	" 345	10	0 to 12 0	" 374	15	0 to 16 8
" 374	7	3 4	" 375	11	0 to 12 0	" 378	15	0 to 16 8
" 375	4	6	" 376	13	0	Two workers at set wage of 11 1s per week		
" 376	5	6	" 377	10	0			
" 381	7	8	" 377	9	0 to 10 0			
" 382	5	8	" 385	10	0 to 11 0			
			" 386	13	8			

See
Exhibit
No. 10
of
evidence.

10
Witness
No. 343.

(c) Pro-
posed
restriction
of shops
open
to
work
in
the
evening.

(d) Closure
of shops
that
close
late.

(e) Work
of men
in
shops
and
result
to
health.

VIII.—EMPLOYMENT IN SHOPS.

In the course of my inquiry into the conditions of women's employment in shops I have given special attention to the following points:—

I. Hours.

Opinions of workers regarding methods for obtaining shorter hours.

II. Wages.

III. Provisions for health and comfort of workers.

(a) Rests.

(b) Sanitary arrangements.

IV. Effects of women's employment in shops on their health.

Medical evidence.

The very valuable information submitted to me in the course of several interviews by Mr. Pollock, secretary of the Scottish Shop Assistants' Union, is printed at length below. (See Appendix A.)

I. Hours.

With regard to hours, it may be stated that the better class shops, in West End districts open at 9 or 9.30 a.m. and close at 7 p.m., and on Saturday at 4 p.m. In such cases, and where a reasonable time is allowed for meals, along with a five evening in the week I do not find there is much complaint on the part of workers regarding hours.

In connection with shops keeping open after 7 p.m., I have frequent expressions of opinion from employers that they would gladly close earlier if other shops in their trade in the district did the same. (Witnesses Nos. 303, 323, 324 and others.) One proprietor of several large fruit shops (Witness No. 329) expressed his desire to see the Factory and Workshops Act extended to all shops where assistants are employed.

The consensus of opinion from assistants in shops which keep open after 7 p.m. is that earlier hours will never be obtained and made compulsory by law.

In Appendix A, will be found in tabulated form suggestions, collected under the auspices of the Scottish Shopkeepers and Assistants' Union, as to approximate hours obtainable for these shops under a Local Option Early Closing and Half-holiday Bill, accompanied by a form of extension of the Factory and Workshops Act, to apply to places of refreshment which require to be kept open to a late hour.

There seems to be a feeling among women shop assistants, and others having a special knowledge of their calling, that any limitation of working hours in shops which is not applied equally to men and women would be injurious to the industrial interests of the latter.

With regard to the late hours worked in some shops, the maximum number of hours worked on which I have direct evidence is in the case of witness No. 514, who is engaged in a low class restaurant, where her hours are 50 and 55 per week, not including overtime.

In the case of witness No. 506, who is a girl of about 17 years of age, and who was also engaged in a second-class restaurant, the total hours worked per week, as reported, were 80 and 95.

It was further stated by the secretary of the Shopkeepers and Assistants' Union, that in restaurants where smoking concerts and public suppers are held the hours may rise during some weeks to 94, 96, and 102 in the winter season.

I have devoted some time to a personal investigation of the shops which are kept open after 10 p.m., and accompanied by a friend I have visited various districts of the city between the hours of 10 and 12 p.m., and have collected information from the women employed in these shops.

The result of this inquiry shows that the shops in question are chiefly small newspaper shops, fruiterers, dairies, confectioners, tobacconists, and restaurants.

The hours of closing for the first four classes of shops range from 10 p.m. to 11 p.m. Usually the women employed in these are either the proprietors or members of the proprietor's family, except in the case of the dairies, where frequently the assistant is also the domestic servant.

The majority of the tobacconists keep open till after 11 p.m.

Some newspaper restaurants not licensed were found in the districts visited open after 11 and 12 p.m.

II. Wages.

The wages figures relating to various classes of shops, and supplied from the books of the Scottish Shopkeepers and Assistants' Union, are given on p. 41 in tabulated form. Such evidence as I have taken in personal interviews with workers confirms these figures.

I am disposed to conclude that in the opinion of many workers the low wages paid to shop assistants is compensated for by the respectability of the employment.

III. Provisions for Health and Comfort of Workers.

I find that the two causes which, in addition to long hours and close confinement, operate against the health and comfort of women employed in shops are the want of seats behind the counter or in some part of the shop, where they can rest at intervals, and the absence of sanitary accommodation.

The first defect is more common in large shops where a number of girls are employed. In many cases there is a terrible strain involved on the women owing to their being kept standing all the hours they are engaged in the shop, and there is abundant evidence (see page 287) to prove that most serious results to health have been brought about by this; without ex-

The
Interv-
ence
of
Women.

option all the workers consulted on this point have strongly urged the compulsory provision of seats in one form or another.

I have consulted a number of medical men of large experience (Nos. 125, 224, 227, 228, and others), and these have been unanimous in their condemnation of the present system, and in pointing out the grave injury inflicted on the health of the women who work under it.

Cases of workers suffering seriously in health from this are quoted in the account of interviews with witnesses on pages 35 to 38.

I also obtained special medical testimony on this point.

(b) Def-
iciency in
the
pro-
vision
of
seats.

There is admittedly a difficulty in many cases in providing seats owing to limited space behind the counter, and there might be a further difficulty in making use of those where they provided owing to the steady flow of customers. As one worker (No. 591) said to me:

"If they would only allow us a ledge to rest upon for a minute or two, we would be thankful even for that." And many others speak to the same effect. It is noticeable that the defect prevails equally in large shop rooms, where floor space is abundant.

In small shops, where only one girl is employed, who is in charge, this grievance does not exist to the same extent, as the girl being practically her own mistress, can usually make arrangements for resting between her attendance on customers.

(c) Sep-
aration
from
the
counter.

It has been suggested that the grievance might best be met by providing a room to which the assistants might retire and rest at intervals. The women assistants whom I have consulted were, however, unanimously of opinion that this is not a practicable suggestion, or one from which they would derive much benefit if carried into effect; for one thing the structural arrangements in many shops would not allow of a special room being provided for this purpose, and again the girls think, and with obvious reason, that were they to be absent from the counter when customers arrive to be served, it would give rise to much dissatisfaction. The majority of the workers seem to be in favour of seats behind the counter, and while that is not practicable, of angled ledges that could be tilted or folded down as required.

(d) Want
of
sanitary
accommoda-
tion,
resulting
in
sickness.

A grievance which extends over the majority of the small shops, and often in those where several girls are employed, is the absence of sanitary accommodation. I have been urgently requested by numerous employees and by several medical men, to direct attention to this defect and its grave results to the health of the workers. In many cases the girls are confined in the shop from the opening to the closing hour, and have not permission to leave on any pretext. As will be seen from the evidence of witnesses and the tables of hours, this may include a very long stretch of time, and frequent cases of illness have been reported as arising from close confinement, long hours, and other insanitary conditions. See workers' evidence, pp. 287 to 290.

In an arcade, 48 shops were found all employing one and in most cases several girls, where there was no sanitary accommodation attached to the shops, the only provision being a lavatory for the use of all the tenants and common to both sexes, and which the employees could not use. From the evidence submitted by various witnesses it will be seen that the defect is very widespread.

IV. Effects of Women's Employment in Shops on their Health.

(a) Medical
evidence.

I submit special evidence on the results of employment in shops on the health of women, which has been submitted to me by medical men of standing and special experience.

Dr. B. M. G. Service, who for many years has had a large practice at the East End of Glasgow, has supplied me with a written statement of his conclusions as to the effects of the long hours during which shop assistants stand, and the insanitary conditions under which they work. The pathological disorders resulting to them will be found fully enumerated in his letter printed below. (See Appendix B.)

I have also evidence from Dr. Edmonstone, who has had several opportunities for acquiring knowledge of conditions among shop assistants, and who writes he "can bear testimony that the long system of shop hours

"is exceedingly injurious to the health of the women employed; that it is the cause of a number of pathological ailments such as anæmia, nervous disorders, constipation, indigestion, and a large number of diseases peculiar to young women."

Dr. Edmonstone adds that not only is the health of the women themselves impaired by the conditions of their work, but the evil results of these are to be traced in the children of women who have been employed as shop assistants.

With regard to the dinner hour, Dr. Edmonstone suggests that at least one hour should be allowed for sleep, also that sufficient and separate lavatory accommodation should be provided in all cases for women workers. He concludes by saying that the medical men of an large cities could furnish further evidence of the evil effects of long hours, and expresses his opinion as to the need for immediate attention to this matter, and also for the thorough inspection of all work rooms.

Several other medical men consulted have given general testimony to the same effect, the points chiefly dwelt upon by them as objectionable being the long hours, close confinement, want of regular and sufficient time for meals, heat, and want of water, and absence of sanitary accommodation. (Nos. 127, 228, others.)

V. Interviews with Witnesses.

I submit the following cases illustrating the hours and conditions of work in the various shops according to the evidence collected from 25 witnesses. Other witnesses were also examined who give corroborative evidence.

Witness No. 314 is a waitress in a restaurant in the south-eastern district of the city. There are two girls kept here, neither of whom is lodged in the premises.

One girl begins work at 6.30 a.m. and stops at 3.30 p.m.

My informant stated, and the friend accompanying me, who took note of her evidence, that she began work at 8.30 a.m. and stopped at 12 p.m. (It was 12.29 a.m. when witness gave her evidence, and the restaurant was at that time half filled with customers and showed no signs of closing.) These girls do not alternate a shore work with a long one, and neither do they go out for meals, or have a regular time for them. The wages of witness are 14 per month with food. In restaurants of this class the waitress has little, or nothing, in the way of assistance to augment her wage. It was a little difficult in this and similar cases to get evidence on the proprietor as usually without notice, and the girls are afraid to seem to be giving information. Total hours worked per day (not including overtime) 15 and 15½ hours, 20 and 20½ hours per week.

Witness No. 508 is a manager and saleswoman in a tobacconist's shop. She has been in over two years in her present position, and is paid 15s a week. No other assistant is kept. She begins work at 9 a.m. and stops at 7.40 p.m., when a lad comes to relieve her and to keep the shop open till 11.30 p.m. On Saturdays she stays work at 9 a.m. and goes on till 10 p.m. On four days of the week witness has two hours each day for dinner, but on Saturday she attends continuously without a break. One night in the week she gets away at 7, and on this day the attendance is also continuous, thus giving a total of 69 hours and 40 minutes working time during the week (not including meal hours). There is no Sunday duty in this shop. There are eight holidays allowed throughout the year, and for these witness is paid. As witness is the only woman employed and not subject to supervision, she can retire to the main room and sit down when not engaged with customers. No lavatory accommodation is provided, and witness stated this was a common defect among the shops in this locality and many others with which she was acquainted.

Witness No. 502 and she had been previously employed in a tobacconist's shop for six years, where the hours were from 10 a.m. to 10 p.m. and to 12 p.m. on Saturdays, with 1½ hours off for dinner every day, equal to 63 hours worked per week (not including meal hours). Witness stated she begins here on a wage of 4s 6d per week, paying 14s per year to the tax per week.

Witness stated that no seats were provided in this shop, and she and the other assistants had suffered a great deal from this. Witness had been off duty for three weeks with illness brought on by continuous standing, and had been much troubled with rheumatism in her feet and limbs. Four girls were employed here, and no lavatory accommodation was provided.

**THE
EXPLAN-
ATION
OF WEALTH,**
—
(c) Every in-
dividual should
be encouraged
to work.

Witness No. 593 is married and keeps a newspaper shop at Kenmore, which is open from 8 a. m. to 11 p. m. or 12 p. m. Witness stated she would be very glad to close either if the other shops did the same. Witness said that the hours in the tobacconist's shops in the neighborhood are from 8 a. m. to 11 p. m. and are frequently to 12 p. m., and on Saturdays from 11 a. m. to 10 p. m., equal to 37 to 39 hours per week. In some of these shops the girls are kept on duty continuously, and thus in many instances the case where only one girl is employed. The average wage is 104 a week. In scarcely any of the shops in this district lavatory accommodation is provided. Witnesses said she knew of drapery shops where the hours are from 9 a. m. to 9 p. m., and in some cases to 10 p. m., while others are kept open till 11 p. m. and 12 p. m. on Saturdays. In those shops the girls are allowed half an hour off for breakfast and one hour for dinner. Total hours worked per week 83 and 93 (not including meals). No meals are provided, and there is no lavatory accommodation. Witness stated that there are frequent cases of girls completely breaking down to health in these shops.

Witness No. 305 is apparently about 17 years of age, and is employed in a confectionery and pastry shop. The hours worked here are from 9 a.m. to 11 p.m., and on Saturdays from 9 a.m. to 12 p.m. Meals are taken in the shop, and two girls are employed. There is no short time during the week. Total working hours per week, 85 hours.

In a similar shop in the same street I found the same hours were worked. In this case the employer relieved the girls at 11 p.m. It was past this hour when I visited the shop, and consequently I could not see any of the women employees here. (Witness 308).

(c) Propagation
rate of reaction
100 wt%
shown.

Witness No. 409 is employed in a restaurant and confectioner's shop of a better class, but in an East End district. Here the girls work from 11 a.m. to 11 p.m. five days in the week, and till 12 p.m. on Saturday. All the food is taken inside the shop. Total hours worked 73 per week.

(7) Balance
sheet is
completing
with above.

Witness No 410 is proprietor of a tobacconist's shop which he now keeps himself. Formerly he employed a woman assistant at the following hours and terms:—Open at 9 a.m., close at 12 p.m. every week day, Sunday, open 12 noon, close 10 p.m., one day off per week, wages 11 a week, total hours worked per week, 35 hours.

Carl Hergenrother of Wilson's Food Shops.

The following case has been reported to me by witness No. 500: "I called twice at the lodgings of witness in question and failed to see her, but the evidence has been transmitted to me."

(b) **Non-Confidential**
EXEMPT

Witness No. 506 is 17 years of age, and has been employed as a waitress in a restaurant. She was paid five a month and was lodged by her employer. Witness went on duty at 7 a.m. and stopped at 11 p.m., and on Saturday at 12 p.m. Two nights in one week witness got free at 7 p.m., and on the alternate week she was free on one night of the same hour. Sometimes she was kept a quarter of an hour after closing time. Meals were taken in the shop, about a quarter of an hour being allowed for dinner and the same time for tea. Witness had to leave her situation after two months' employment on account of her health giving way. Total hours worked, six weeks, 89 and 23.

1. a. *Walter*
Worms
in a laboratory

Witness No. 504 is about 24 years of age. She is saleswoman and manager in a confectionist's shop, and is paid 78 per week. The shop she keeps on an East End branch shop belonging to a business firm in the trade in Glasgow. She has been with this firm as before for about 10 years. She is married, and has a son, 10 years of age, who lives with her at 8 p.m. Is the other the following address:—Opposite of 930 a.m., close at 20 p.m. Sometimes, open at 8:30 a.m. and close at 11 p.m. On one night in the week witness goes away at 5 p.m. On a return has sole charge of the shop she cannot leave it in order to take her meals or for any other purpose. Her dinner is brought up to her and she takes it as she can, ten minutes in the same way. Witness has in the past had a holiday in the year. Witness stated that the work of some was much lighter in many of the shops, and more especially in the larger ones, and that she had known many cases in which the health of the girls employed had been injured through this. The absence of sanitary arrangements was also a serious evil. There is no provision in the law respecting the shop where witness is employed, and she said she had known many others who were similarly defective. In one case a girl had died from illness brought on by these unsanitary conditions. Witness also stated that the fines in some shops were very moderate, and that in a shop where her sister

THE
EAST-LOAN
MUSEUM

employed the girls are fined 2d for each minute they are late. In some cases the fines amount to 3s in the week.

(c) *Salmon*
monomer in
general
could also

Witness No. 501 is about 40 years of age, and is head overseeman in the china department of one of the largest of the drapery and general goods warehouses in Glasgow. He is paid 1s a week. Witness began work in the shop eight years ago, but was obliged to cease for two years owing to her health giving way through the over-stress (even especially the continuous standing) and the general unsanitary conditions of her work. When she returned she was earning 12s a week, but her wage was reduced on her returning to her old place. The shop opens at 9 a.m. and closes at 7 p.m. for the six working days of the week. Half an hour is allowed for dining, and ten minutes for tea; the latter meal is taken inside the shop, and workers pay 1d for a cup of tea and 1d for a slice of bread and butter. The menials may be half an hour late several nights in the week, and they work till 10 p.m. every night for six weeks during the working time. It is understood that the workers here stop at 5.30 p.m. one day every week, but as this comes some time before stock taking commences, and also two months before Christmas, the benefit is very much curtailed.

A fine of 6d is imposed on this shop if the workers are three minutes late at the morning or at the dinner hour.

Only one lavatory is provided. This is very badly kept and is inconveniently situated in the underground flat, so that in some cases the workers have to go down two or six flights of stairs to reach it.

The temperature registered by my thermometer on the occasion of my visit to this shop was 75 degrees, with 40 degrees in the outside air. I was told that the atmosphere usually became much more oppressive later in the evening, owing to the fumes of the gas and the influx of customers.

1.6.1 Message

Witness No. 501 stated that the teenage girls are very badly off as a rule in respect of home and general conditions of work.

They come into the shop at the earliest age permissible, and these young girls are kept working very hard all day long, and are frequently sent out long distances on errands and with parcels after the shop closes.

Witness spoke very strongly on this point, and said she was of opinion that in many cases the health and morals of these girls are ruined by the conditions of their employment.

The wages paid to message girls range from 1s. 6d. to 3s. 6d. per week.

Witness No. 501 was strongly of opinion that the shops might be closed by 5.30 or 6 p.m. without interfering with the success of the business. She further stated that the want of seats in shops was a serious grievance for the women employed, and the cause of much suffering among them.

With regard to the low wages paid to shop assistants, witnesses who of opinion that women would be much better off in that respect were they to take employment in factories or even in domestic service, but that a large proportion of shop assistants are drawn from a class that would consider it a loss of social caste to engage in such work, and they preferred employment in shops where a better style of dressing, &c., is allowed, even although the wages are much less.

Witans said she endeavoured to keep a small home for herself, but would be unable to do so were it not for the help she got from her relatives.

In connection with the matter of wages, witness No. 504 said that large numbers of shop assistants who knew of had not only to support themselves, in lodging on their small earnings but had others dependent on them. Frequently girls who had been in better circumstances went into shops, conducting a more respectable mode of employment than the majority of trades, and suffered great hardship in consequence.

Witness quoted the following case:—

A girl had been employed in her department for a year or two, and was paid a weekly wage of 8s. On account of the girl's absence from work one day witness visited her home, and found that the mother of the girl had died on the day previous. Further inquiry brought out the fact that the only support of the household had been the girl's weekly earnings, and that the mother's death had resulted chiefly from want of the necessities of life. The mother and daughter had struggled along for several years on this way, and having once held a better position they had made every effort to conceal their condition. On being informed of the circumstances, the firm undertook the expense of the funeral, and a private subscription was got up by the secretary of the union to give the daughter a little temporary help. Witness said she believed there were many similar cases that never came to light.

Witnesses Nos 511 and 512 are employed in different departments of the same warehouse as witness No 501. They make respectively 8s and 12s per week, and give general evidence to the same effect as No 501. The want of seats or "permission to sit down anywhere" was greatly complained of.

Witnesses 504, 511, and 512 were in favour of a limitation of hours applying equally to both sexes.

Witness No 516 is employed as a manager and saleswoman in a draper's shop. Her hours are from 9 a.m. to 8.30 p.m., and on Saturdays till 11.30 or 12 p.m. Witness has sole charge of the shop, but is relieved from 3 to 4 p.m. for dinner every day in the week but one, and on that day she stops at 4 p.m. She has been five years in the shop, and is paid 10s a week.

Witness has three holidays in the year. Witness stated to the majority of the larger shops the chief grievance is the want of seats, and that this is the cause of serious illness in many cases. Witness also complained of the want of sanitary accommodation in the shop she kept, and in many others she knew of. Total hours worked per week 63½ (not including overtime and deducting meal hours).

Witness No 515 is employed as a first class mantle shop in the West End. She stated that her hours were from 9 a.m. to 7 p.m., with 1 hour off for dinner. No seats are provided, but witness stated that in other respects things were very comfortable. She declined to state what wages were paid, but said they had "nothing to complain of in that way."

No 517 said that wages in this shop range from 12s a week to over 100s for head maids. In this shop a fine of 1d is imposed if employees are five minutes late.

It is further reported by witness No 515 that she had made inquiries regarding girls employed in shops similar to that own, i.e. first-class mantle warehouses, but had heard so complaints as to the conditions in them. She further wrote to me that a shop assistant with whom she is acquainted, employed in a large drapery warehouse of an inferior class in the East End, told her that in this shop the assistants began work at 9 a.m. and stop at 7 p.m. on week nights, on Saturdays the closing hour is 4 p.m.

Half an hour is allowed for dinner, and this is the only break in the working hours for the entire day. No seating places are provided. If the girls are five minutes late either at the morning or dinner hour a fine of 6d is imposed, if 10 minutes late the fine is 1s.

Witness No 505 is head saleswoman in a first-class confectioner's shop. The hours are from 9 a.m. to 8 p.m. A number of girls are employed here. A restaurant is attached, and all meals are taken inside. Witness said wages were good, but declined to give exact figures. She stated, however, that all the girls in her shop have more than 12s a week. Witness said they were kept running about all day, and that although the absence of seats was a great defect, she doubted very much if they could see them even if they were provided. Witness said that in her opinion the hours worked in some of the lower class hairdressing and confectioners' shops were disgraceful, and that she had known of cases where girls were kept from between 8 and 9 a.m. till past 12 at night. She believed that the health of many of the girls was ruined by the long hours and the constant standing. Want of sanitary accommodation was also a serious point with some of the lower class shops, and in a shop where witness had served previously, there were seven or eight otitis and no provision was made for them in that way.

Witness No 528 is manager of a first-class perfumery and haberdashery shop. One assistant is kept. The

shop opens at 8.30 and closes at 7 p.m. On Saturdays it closes at 4 p.m. The assistant gets away at 2 p.m. every other Saturday, and has one afternoon free once a fortnight. Every alternate week she leaves at 6 p.m. instead of 7 p.m. Dinner and tea are taken in the shop.

A comfortable retiring room where meals can be taken is provided, and all other arrangements are excellent. One week's vacation is given. The salary is 20s per week. This shop may be taken as representing general conditions in first-class shops in the trade in the West End. I have only visited this one, but am informed that they all follow the same rules as to hours and that other arrangements are similar to those reported by witness No 528.

Witness No 517 is employed in a shop where frockers and other small articles are cleaned and dyed. She is 16 years of age, and receives 5s. per week. The shop opens at 9 a.m. and closes at 7, and on Saturdays at 4 p.m. Witness has 1½ hours every day for dinner.

A sister of witness No 528, is employed in a drapery warehouse and has 12s a week; she begins work at 9 a.m., ceases at 5 p.m., Saturdays 10.30 p.m., 1½ hours every day for dinner, and free once a week at 2 p.m. Want of seats was complained of in this case, also absence of sanitary accommodation.

Witnesses No 520 and 521 are employed in a confectioner's shop where a restaurant is attached. They are paid 8s and 12s per week respectively. The shop opens at 7 a.m. and closes at 8 p.m. every day in the week. All the meals are taken inside and no regular time is given for them. The girls may have an evening free once a week if they ask for it, but as they dislike having to do this a long period may frequently elapse without their having their free evening.

Total hours per week worked here 78

Witness No 520 stated she had a sister who was formerly employed in a fruiterer's shop where the hours were from 8 a.m. to 10 p.m. five days in the week, and 12 noon on Saturday, with one hour for dinner.

Total hours worked per week 80 (not including meal hours).

Witness No 522 also stated that in many cases girls were affected with varicose veins brought on by the constant standing, and had to leave their work. Witness also complained of want of sanitary accommodation in many of the shops, and stated that repairs in a photographic studio, where four girls were employed, no such provision was made. In another branch shop belonging to witness's firm the hours are from 7 a.m. to 9 p.m., and on Saturdays to 12 p.m. One night in the week the girls get off at 6 p.m., but meals must be taken inside and no regular time is allowed.

Total hours worked per week, 82

It was stated by Mr. A. Pollock that in a restaurant in the same street as that where No 522 is employed, the hours are from 7.30 a.m. to 11 p.m., and that frequently suppers and smoking concerts are given here, perhaps once or twice a week, which last until 2 a.m. The girls are in attendance at these.

The meals are taken inside.

Total hours worked per week, 82, ranging occasionally to 92, 96, and 102.

Witness No 525 is employed in a jeweller's shop. Her wages are 12s a week. The shop opens at 9 a.m. and closes at 6.30 p.m., and on Saturday at 5.30 p.m. All meals are taken inside.

Total hours worked per week, 56.

Witness No 526 is proprietor of several fruit shops in various districts of the town. In the West End localities the hours and wages are as follows:—Open 9.30 a.m., close 10 p.m., Saturdays 11.30, 1½ hours are allowed for meals five days a week. The assistants have also one evening in the week from 5 p.m. Wages 10s. to 16s. a week.

Total hours worked per week, 44½ (not including meal hours).

In the better localities the hours are from 9 a.m. to 8 p.m., and on Saturdays 9 a.m. to 11.45 p.m., one hour for dinner is allowed, and one day in the week the assistants get off at 6 p.m. Wages, 12s. to 22s.

Total hours worked per week, 52½ (not including meal hours).

Witness No 523 expressed himself strongly in favour of the Factory and Workshops Act being extended to all shops where assistants are kept. He stated he would be glad to close his own shops at 7 p.m. or 8 p.m. if other shopkeepers did the same.

be able to do so and he was prepared to pay them a steady wage up to 18s a week.

On my visit to firm No 308 I was informed that the comparative rates paid to men and women workers by this house were as follows:—

Men	6s 6d, per 1,000
Women	4s 6d, " "

The employer estimated the cost of supplementary labour required for the girls as adding 1s to the above rates paid them, while 1s 6d shows the real difference between the cost of the men's work and that of the women. It was also stated that women do more of work such as "scheme" work, and work requiring a high degree of skill in arranging, spacing, &c., is never given to women, as they rarely remain long enough in the trade to acquire the experience and skill necessary for it.

The girls in the employ of this firm start on a time wage of 6s a week and rise 1s per year, until at the end of three years they are put on piece-work, after that the wages are—minimum, 7s 6d, average 12s 6d, maximum 18s 2d. This employer stated that the printing trade in his opinion could only be kept in Edinburgh by means of cheap labour, and that the employment of women helped largely to this end. He went on to say that the pressure of competition induced employers to engage women in their own interests where possible, but independent of that he considered the work highly suitable for women, and that he found it attracted a class of female workers who were superior as regards intelligence and social habits.

On my visit to firm No 306 I was informed that the comparative rates paid to both sexes are as follows:—

Men	6s, per 1,000
Women	4s 6d, " "

Beginners start on a time wage of 2s 6d per week for the first six months, with a rise of 6d per week every half-year, until after three years they are put on piece-work, after that the wage may be minimum 10s maximum 18s, the maximum being obtained by the 5th or 6th year.

This house is largely employed on Government work, much of which consists of filling in tables which pays the workers very well.

I saw here several girls employed on type-setting machines. This is very light work, but requires some time to become proficient. It closely resembles type writing. The girls in this case are paid from 1s 4d to 1s 11 1/2d per line, and the total wage varies from 11s to 16s per week according to the skill of the worker.

Here, as in the other houses, the employer informed me it was necessary to supplement the work of the girls with men's labour. He declared himself unable to give me an accurate estimate of the cost of this supplementary labour, on account of it varying so much in amount according to the class of work done.

With regard to corrections, I was informed that the workers must correct their own typographical errors, but that authors' alterations are paid for in the same way as ordinary work.

Workers' Evidence.

The following evidence was submitted to me by witness No 780, who is an experienced worker.

Witness ranks between 14s and 16s a week. In the setting of tables girls are paid 3 1/2d an hour, and make 16s a week.

The rates of payment for this class of work could only be reckoned by the time taken to do it. It is considered profitable work by the women, and, although not regular, is frequent in the shop where witness is employed. On the type setting machine the girls are paid 1s 4d, 1s 6d, and 1s 11 1/2d per line, the higher rates being paid for the smaller type. Witness thought this "as good as it was long," because with large type, although paid at a lower rate, the lines were filled more quickly. There was no illegal overtime in any shop witness knew of, and legal overtime was paid a little over regular time.

Black time lasts about a month in the year, with perhaps two or three afternoons off in the week. Wages may sink to 7s 6d during this, but the girls are never paid off.

In respect of deductions and fine time-workers lose the time they are late and piece-workers are fined 1d. for a "late entrance" of five minutes after the hour.

Girls correct their own mistakes at the expense of their own time, but authors' alterations are paid for at ordinary rates. Time-workers, being mostly beginners, do not suffer deductions for time spent in correcting their mistakes.

Men do the same work as women in many cases and at different rates, but there are certain parts of the work that women never do, such, for instance, as the lifting of the "frames" and "chases." Witness could not say how much of a man's time this might occupy per day. In her shop one man lifted the "chases," 40 for twenty girls and did his own work in addition.

Witness thinks the work very pleasant and suitable for women. She has no complaints to make as regards its effects on her health, but has sometimes found working with small type to be a slight strain on her eyesight. She has heard other girls say the same but has never known of any serious results in this way, only slight where a long spell of work in unusually small type was involved.

The sanitary arrangements in witness' shop are perfectly satisfactory.

Witness No 781 has been engaged in the printing trade since women were first introduced into it. All the girls in her shop are on time wages of from 6s to 12s a week. When legal overtime is worked the girls are paid no more, extra per 100 lines, the rate varying according to the size. Sometimes this brings the wage up to 17s or 18s a week. Beginners start at 5s, per week and rise 1s per annum.

Black time sometimes lasts a month or more, but the wages are not reduced although no work comes in, only the girls are expected to be in the shop and ready to take it should it come.

No deductions are made for typographical mistakes. Workers are allowed to be late three times in the week and for five minutes on each occasion. Late attendance in excess of this is fined from 1d. to 2d.

Authors' alterations are paid at from 3d. to 4d. per hour, according to the age and experience of the worker. Men are paid 7 1/2d an hour for these.

In the regular book work the girls do the same work as the men, but they do not lift their own "frames" and "chases." Witnesses could not say how much help in this a girl would need from the men because it varied so much, but she did not think it amounted to much, and no special men workers were employed for it. The men got the more "expensive and difficult work" and they "got more through their heads."

She never felt the work injure her health in any way, and has no complaints to make regarding effects on the eyesight.

Good work rooms and comfortable cloak rooms and sanitary accommodations are provided. Arrangements are also made for heating food if required.

A sick benefit society is established in connection with the work, the rate of contribution being 1d per week, which entitles members to 4s absence per week and medical attendance during sickness.

Special Remarks.

I made special inquiry among employers and operatives as to whether the ordinary in the type had any injurious effect on the health of the workers.

An employer, witness No 776, informed me they had had one case of blood poisoning among their women workers, but this, in his opinion, had been caused by a cut, the worker in question having been in the habit of putting her fingers in her mouth at a time when suffering from an eruption on her lips, symptoms of blood poisoning had ensued from this practice.

This is the only case of illness arising from this cause I have met in the course of my investigations into the printing trade.

I append the following statement received from Dr. Brevin, who is the medical officer for the Typographical Society.

8th February 1898.

In answer to your inquiry regarding the health of women employed in printing works, I have to say that

THE
EVIDENCE
OF WORKERS.

it has not been my experience to find them suffering from any illness that could be traced to the materials with which they work.

Dyspepsia and stomach are their most common complaints, and are due in a large measure to the indigestibility of the middy meal.

(Signed) N. T. BROWN.

X.—DRESSMAKING.

I agree that owing to the time I had set aside for inquiry into the dressmaking trade having been curtailed, I have not been able to make so full an investigation as I had proposed.

(a) Branch of inquiry.

The points regarding which I have taken evidence from the witnesses whom the time at my disposal allowed me to examine were—

- I. Division of work.
- II. Wages rates.
- III. Apprenticeship and promotion.
- IV. Duration of busy and slack seasons.
- V. Holidays and payment for these.
- VI. Wages payments during sickness.
- VII. Hours.
- VIII. Overtime.
- IX. Piece.
- X. Sanitation.
- XI. Comparative advantages of employment in shops or by private firms.

Four experienced workers have given evidence concerning the conditions of work in the dressmaking trade.

Witness No. 714, who has been over 14 years in the trade, gave the following evidence—

(b) Character of work.

Where a number of girls are employed they are usually divided into three classes, viz.—

1. Skirt makers.
2. Bodice makers.
3. Sleeve makers.

These classes comprise the neck and sleeve of journeywomen workers and are known as the "girls." Outside of these there are the "learners," who are at the bottom of the ladder, and the "first hands" and "second hands," who are at the top. The two latter cut and fit and set or forewoman of departments.

(c) Wages.

Skirt makers are usually paid about 12s., 12s., or 14s. per week (time wage). Bodice makers are paid the same rate and on the same system. "First hands" and "second hands" may be paid 10s. and 12s. per annum respectively or thereabouts.

One witness has 22s. 6d. per week. She has charge of the skirt department and has 15 girls under her; these girls' wages run from 12s. to 14s. per week. In private houses workers are paid fortnightly. In shops the "girls" are paid weekly and the "first and second hands" monthly.

(d) Apprenticeship and promotion.

It is customary for girls in the dressmaking trade to serve a year for nothing. After the first year they start on 2s. 6d. or 3s. 6d. per week, with an increase of 1s. per year. They begin with finishing odds and ends on the skirts and bodices, and are then promoted to sleeve-making. After that they may be put on the more difficult work on the skirts and bodices, and finally, if clever and opportunities offer, develop into "first hands and second hands." The number of the latter being small, relative to the girls employed in the trade, many workers who have had a thorough training in their business prefer to start on their own account rather than wait for the comparatively few openings that may occur.

(e) Seasons.

The regular busy season begins in March. The slack season begins in July and continues through August. After that trade gets more or less brisk again. (The busy and slack seasons in the dressmaking trade are entirely largely dependent on social and local causes in different districts.) The statements of this witness refer to Edinburgh.

(f) Holidays.

The arrangements for holidays vary in different shops both as regards extent of time and payment. A week may be given in some places and two or three weeks in another. By firm No. 236, which is a first-class house, the workers are paid for a week of holiday and are expected to take three weeks in all—two weeks lost.

With firm No. 231, also a first-class house, the holidays are not paid for, except to the "first and second hands,"

who are paid for holidays in all the shops. As a rule the "girls," i.e., the sewers, lose their wages in whole, or in part, on all the shops with which witnesses were acquainted. In the shop where witness works 55 girls are employed, and in the slack season the girls get their holidays in rotation, a batch of four going away for a week at a time.

Time-
Rates
of Workers.

It is customary to deduct wages for the time a worker may be absent through sickness. Much, however, depends on the "first hand" in such cases. If good natured and well disposed towards the girl she may pay the wage during sickness. "First hands" have the entire control of the "girls." They may pay off any of them without the firm's acquiescence, and have also the power of making salaries. Sometimes much "sagging" goes on as the part of "first hands" towards the "girls."

(g) Sick pay.

In private houses the hours are usually from 8.30 a.m. to 8 p.m. or 8.40 p.m. In shops the workers start at 8 a.m. or 9 a.m. and go on to 7 p.m., or 8 p.m. An hour and a half (from 1 p.m. to 2.30 p.m.) is allowed for dinner. In shops the hours for sleeping work vary from 2 p.m. to 4 p.m., on Saturday.

(h) Hours.

Witness 714 stated that sometimes in the shop where she was employed the hours might be kept until 8 p.m. or 8.30 p.m., but this was only when there was an exceptional press of work. The girls were not paid extra for this but did not grudge giving their extra time when required, as they were allowed to get away early any afternoon when they asked of other firms.

(i) Overtime.

Notices of overtime being worked is always sent to the factory and workshop inspectors.

No fines are imposed in the shop where witness is employed, and she had definite information concerning the practice of only one shop in this respect, where the girls she knew were fined 1d. if 30 minutes late and 2d. if over that.

(j) Fines.

Witness stated that the sanitary arrangements were usually very good in first-class shops, but she believed they might be defective in some of the inferior ones.

(k) Sanitation.

Witness said that many girls preferred employment in shops rather than with private firms, as with the latter the work was usually much harder and there was more overtime. The work rooms were also frequently less comfortable.

(l) Shops and private firms.

Witnesses Nos. 715 and 716 are employed as skirt makers by a large dressmaking firm. They are paid 12s. a week time wage. One week of holiday time is paid for during the slack season, girls may have extra holidays if they like, but they receive no pay.

(m) Work days.

There is no established rule that workers shall receive pay during sickness, and it is not customary to give it. Witnesses stated that in numerous cases wages would probably be paid if representation were made to the firm.

(n) Sick pay.

No fines.

(o) Fines.

Girls are not paid extra for overtime. Notices are always sent to the inspector when overtime is worked.

(p) Overtime.

Both of these witnesses had worked without wages for a year as "learners," and stated that this was almost universal.

(q) Apprenticeship and promotion.

In some of the private firms a provision of 2l. 2s. is paid by beginners in the first year.

Start, 8.30 a.m.; stop, 8 p.m.

(r) Hours.

Dinner, 1 p.m. to 2.30 p.m.

Saturdays, stop at 2 p.m.

Very good. No dining room. Workers prefer going home for meals.

(s) Sanitation.

Witnesses stated they thought there might be less strain on the workers employed in shops than on those engaged with private firms, and there was probably less overtime. On the other hand, girls working for private firms had a better chance of learning their business in a shorter time, as there was less division of labour, "saw ranges" being required on the part of the individual worker, who frequently "has to know" her way through skirts and bodices too.

(t) Shops and private firms.

Witness No. 30 was formerly employed as dressmaking shops, but has now started business on her own account. She gave the following evidence—

Highly skilled bodice makers get 12s. or 14s. a week.

(u) Wages.

Second-class bodice makers 7s. and 10s. a week. Beginners work the first year for nothing. After that they may get 2s. 6d. a week, and in some cases they are kept at this wage for two years.

See
REMARKS
OF WORKERS.
(a) House.

One witness had been employed in shops where the girls were sometimes kept working from 8 a.m. to 7 p.m. without a break. With regard to this, witness explained, on being questioned, that no explicit order was given for the workers to remain as their work, but if they left off during the busy time so as to take their meals comfortably it was looked on as a waste of time and they were "made to feel it."

Some shops work from 8 a.m. to 3 p.m., and on Saturdays from 9 a.m. to 4 p.m. Witness stated further that in one shop the law of the girls were occasionally looked up in a small room when working overtime so as to prevent their being "naught by the factory inspector. If they refused, they were subjected to "ragging," and things were made disagreeable for them.

I may state with regard to this complaint of overtime that representations to the same effect were made to me by members of the local trades. However, regarding the firm in question, I communicated with the factory inspector for the district on the matter, and was informed by him that he had received similar complaints, and had made an effort to watch the firm. Up to this date he had been unable to obtain a conviction.

None of the employees concerned would give any evidence on the matter.

(a) Streets
(b) Streets.

One witness further stated that in one shop where she had worked formerly no separate sanitary accommodation was provided for the women, but as a rule she had found this point well attended to.

(a) Streets
(b) Streets.

Witness said she thought that the chief grievances connected with the dressmaking trade were the low wages and the overtime.

XI.—BOOKBINDING, PUBLISHING, STATIONERY MANUFACTURE, MAP PRINTING.

The above are to a certain extent cognate industries, and in Edinburgh, which is the chief centre for these trades in Scotland, two or more of them may be found carried on by the same firm. I therefore give the results of my inquiry regarding these industries under one heading.

(a) Character
of the
employment.

The special features of these trades, so far as I have been able to observe, are—

1. The light and easy nature of the work, against which may, however, be placed its monotonous character in some departments, arising partly from the extent to which sub-division of labour is carried.
2. The absence of undue physical strain, or of the employment of materials having an injurious effect on the health.
3. The excellent ventilation of the workrooms visited and reported on by workers.

(a) Social
condition of
workers.

I may add that I was particularly impressed with the good social standard which appeared to prevail among the workers engaged in these industries with whom I came in contact. And this, notwithstanding the fact that the wages earned were in many cases lower than what are paid in some trades engaging workers whose standard of social life is inferior.

The explanation may lie in the statement made by various employers, that frequently their male operatives, who were earning good wages, brought their daughters into the work, perceiving that they should be employed along with themselves. Thus a large proportion of the workers could not be reckoned as dependent solely on their own earnings, but as earners of a supplementary wage, and having their standard of living set by the household of which they formed part.

As Edinburgh has not the relative importance of other large towns in Scotland as an industrial centre it probably does not attract so large a proportion of women who are living apart from their families as independent wage earners.

Visit to Stationery and Publishing Works.

I visited the works of firm No. 214 who employ 250 women in the publishing and bookbinding trade.

(a) Health
and
ventilation,
etc.

The work rooms here are particularly good in respect of lighting and ventilation. There is also attached to

the works a social institute, which has a large dining room where workers can have food prepared or heated. I was informed by the manager, or more than the majority of the women workers took a substantial dinner in the middle of the day, usually of meat and soup, and that the practice of taking a tea dinner so prevalent in most works was little indulged in here. Classes for sewing and cutting, for which a teacher is supplied by the firm, are held once a week, and singing classes twice a week, the latter are largely taken advantage of by the workers. The dining room is also used for concerts and weekly lectures throughout the year.

See
REMARKS
OF WORKERS.
(a) House.

There is a provident society among the workers, from which 5d. is paid at the death of a member. The system of subscriptions for this is, that each worker in the employ of the firm pays 1d. at the death of one of their number, while the firm makes up the balance of 5d. The total number of workers is 500.

(a) Work-
ing
conditions.
(b) Death
rate.

I have the following record of the death rate among the operatives extending over five years—

1888, 3 deaths, 500 workers.
1889, 2 " " "
1890, 3 " " "
1891, 1 " " "
1892, 4 " " "

The following departments are those in which women are employed—

1. Binding and folding room.
2. Press.
3. Lithographing.

(a) Depart-
ments em-
ploying wo-
men.

In the binding and folding departments girls are employed both in hand labour and on the folding machines.

The former requires great exactness, and the workers serve an apprenticeship of three years. Beginners start at 3s. per week and rise 1s. per year, at the end of three years they are put on piece-work, and earn from 10s. to 15s. per week. With slack time, I was informed by the manager, the average wage may be reckoned at 9s. or 10s. It was stated that the folding machines do the work of five girls.

In the press and lithographing departments the girls are engaged chiefly in feeding the machines.

The work is monotonous, but not heavy, and there are frequent intervals of waiting which allow of a rest.

In these departments time wages are paid. The rates range from 3s. to 15s., the latter being paid to those engaged on the "pointing" machines, which demand great care and accuracy on the part of the operatives.

There are no fines imposed on the employees of this firm, but deductions for broken time are made in the case of time wage workers. Allowance is, however, made for sickness in special cases.

Visit to Map Printing Works.

Firm No. 215 employs 30 women in map printing. In the printing room the girls feed the machines. The work requires care and attention. Beginners start on a time wage of 3s. 6d. per week, and increase by 6d. or 1s. per six months according to ability. In four or five years workers were earning a fixed wage of 15s. per week.

(a) Wages
and nature
of work in
departments
employing
workers.

In the colour or stone room the girls are employed in colouring maps in colour on a lithographic stone or on paper. They are paid a time wage of 7s., 13s., or 15s. a week, according to experience and ability. It takes a worker from three to four years to become proficient in this department.

In the mounting room the girls make the covers and mount the maps on linen. Their wages range from 5s. to 15s., according to their skill and the time they have been engaged in the work.

The work rooms here are exceptionally fine, and excellent cloak rooms, lavatories, &c. are provided.

Workers' Evidence.

Witness No. 722 is employed as a folder in a publishing, bookbinding, and stationery house.

Average 10s., maximum 15s. per week. The system of payment is partly by time and partly by piece, and it is somewhat similar to that of the time lag in the following trade. Extra folding is paid at 2d. an hour, 250 sheets being reckoned as four's work. If the girl

<p>completes this in less than an hour she may start a fresh hour's task and bathe herself. If she takes longer than an hour she receives no more than 2s. for the 2nd sheet and is the loser.</p> <p>(Time wages are paid for mending old books as the labour required depends on the condition of the book. Case makers who do outside binding are also paid by time.)</p>	<p>shortened by 30 minutes. This change was carried out in all the departments.</p> <p>The piece-workers say this has made no difference in their earnings.</p> <p>The time-workers were not reduced. The Queen's birthday has been taken off the workers as a holiday once the reduction of hours. The reduction was arranged in a few meetings between the employers and their compositors and without a strike.</p> <p>Very good. No dining room provided, workers go home for meals.</p>	<p>The EVIDENCE OF WORKERS.</p>
<p>(1) Apprentice-ship.</p>		
<p>(1) Slack time.</p>		<p>(1) Slack time.</p>
<p>(2) Effects of work on health.</p>		
<p>(1) Fines.</p>		
<p>(1a) Report made on piece-work by an official body.</p>		<p>(1) Report made on piece-work by an official body.</p>

XII.—RUBBER AND VULCANITE FACTORIES.

Visit to Rubber Factory and Workers' Evidence.

I visited the works of firm No. 210, rubber manufacturers, where over 700 women are employed.

Men only are engaged in the manufacture of the rubber, the women being employed in making up the rubber cloth into garments such as coats, jackets, shoes, driving suits, &c.

The departments in which women are engaged are as follows:—

1. Coat room.
2. Shoe room.
3. Packing room.

In the coat room women are employed in putting up the long pieces, or in sewing them by machine, the latter involving a slightly higher degree of skill than the former.

Wages: pattern average 14s. per week (piece), may rise to 20s.; machine average 15s. per week (piece), may rise to 22s.

Apprentices are taken on at 1s. per day, and after a fortnight are put on piece-work. It was stated by the manager and by a witness that an average worker requires about a year's training to attain proficiency. All the cutting in this department is done by men.

In the shoe department women are engaged in putting the various parts together. They make them 12s. to 14s. per week (piece), and take about a year to learn the trade thoroughly.

In the packing department the women sort, brush, and pack the goods, and have an average wage of 14s. per week (piece).

The following evidence was supplied by the manager, witness No. 710, and by one of the women operatives, witness No. 724, with whom I had a private interview.

Slack time may last from two to three months in this trade, and is most felt during May and June. It is not customary to pay off any of the girls during slack time, but to employ them in making stock and to shift them about from one department to another, slackness not affecting various branches at the same time, as a rule. This shifting, however, involves a slight loss, as the girls have to learn the work of the new department to which they are transferred.

In the busy season work is sometimes given out to married women, who may have been employed as the trade permits, and who form a reserve force of workers. One manager and some workers expressed themselves strongly in favour of this arrangement, as it obviated the necessity for taking on fresh hands in the work rooms and paying them off when the slack time came on.

The manager stated that a good number among the workers were widows, or married women with bad husbands. He was, however, unable to give me the number as no record was kept.

Workers are fined 1d. if 15 minutes late in the morning.

None.

It is customary for the workers to pay a small voluntary subscription annually to the infirmary.

There is a sick benefit society in connection with the works. Subscription 1d. per fortnight. Benefit 5s. per week if sick, on production of medical certificate.

None.

None.

THE
EMPLOY-
MENT
OF WOMEN
(1) Pay
and dining
accommodation
(2) Dining
room.

THE
EMPLOY-
MENT
OF WOMEN

No work, no pay, but help is given by the firm in necessitous cases.

The work rooms are large and airy, good sanitary accommodation is provided.

There is a large dining room with arrangements for cooking and heating food. Screens are also provided for hanging up workers' clothes.

(3) Health

Some information having been received by me regarding injurious effects to health arising from employment in the rubber works, I made strict inquiries on this point, but could find no evidence in support of these statements. The workers appeared to me particularly healthy, and among those to whom I spoke in going through the works out had been employed there 14 years, another 12 years, and another 55 years.

Witness No. 724, to whom I am alluded chiefly for the information given above, had been engaged in the rubber works for over 30 years, and had never suffered herself, or heard of others suffering, from anything in the nature of the work. As one witness remarked, "dear old girls might suffer there, just as they would elsewhere, from the confinement."

I also wrote to a local medical man requesting information regarding the health of women employed in the rubber works.

(4) Value
of the
Work

Firm No. 721 is engaged in the manufacture of vulcanite. They employ over 210 women in making combs, collars, and cuffs, and the various articles for which this material is used.

On my visit to the vulcanite works I was unable to see over them, the rules of the directors prohibiting the attendance of those unconnected with the work, unless by formal application, which time did not allow me to make.

The following information was supplied by the manager.

Wages run from 8s. to 12s. per week on the average, and may rise to 15s. or 17s.

Men and women are employed together in the combining department, the men receiving about 50 per cent. more wages than the women, but, according to the manager, this was due to the men as their work required more skill, and they also sharpen their tools, which the women do not do. Hard labour is employed in this department, and there is nothing in the work injurious to the health. Women have never displaced men in any of the departments.

(5) Sick
leave

The work is irregular during two months or so at the end of the year.

(6) Deduc-
tion

Small deductions are made for bad work.

(7) Discom-
fort

It takes an average worker about a month to learn the trade.

(8) Supply
of labour

There is never any want of labour.

(9) Work
of the
factory

I had a private interview with one of the former workers in this factory, who made the following statements.

Her wages for "stripping" vulcanite in the collars and cuffs department were 5s. per week, three wages. Her sister, who is now a dresser in the same department, and is on piece-work, gets from 10s. to 17s. in the fortnight, the fluctuations being due to irregularity in the supply of work.

(10) Piece
work

Time wage workers have 3d. deducted from their wages, with a fine of 1s. if absent a whole morning; piece-workers are fined 1d. only.

(11) Health-
iness

Workrooms are clean and well ventilated, and lavatory accommodation is satisfactory. Witness stated that only men are employed in the manufacture of the vulcanite. She added that the smell from this was very heavy and nauseating, and that the girls working in the vicinity of the departments where the process of manufacture went on complained a good deal.

(12) Nature
of work

The work employing the men in the comb department was very different from and "much more difficult" than that given to the women.

(13) Sick
leave

Sick leave lasts a month or two during the winter, the girls are not paid off at this time, but come in at 1d. in the morning.

(14) Trade
Union

None.

XIII.—PAPER MILLS.

Visit to Paper Mills.

I visited the works of firm No. 212, where over 400 women are engaged in certain departments of a paper mill, viz. —

1. Finishing and examining paper.
2. Glazing paper.
3. Cutting paper.
4. Picking and sorting rags.

(1) Depart-
ments
in-
volving
the
use
of
machines,
and
nature
of
work.

Only men are employed in the manufacture proper of the paper.

In the finishing and examining department the women are engaged in looking over and sorting out the imperfect from the perfect sheets. They are paid a piece-work wage of from 12s. to 14s. per week.

In the glazing room the workers smooth the paper on presses. The work is not heavy, and is paid at 10s. or 11s. per week (piece).

In the cutting department chiefly young girls or old women are employed. They feed the cutting machines, and are paid a time wage, starting at 4s. a week and rising 1s. per annum for three years. After that the young girls are promoted to other departments.

In the rag picking and sorting department women are employed in separating the rags and in gathering them in from the machines, where they are cut into shreds. It is in the latter process that probably most danger would arise from disease germs that might be harboured in the rags. The women stand under the machines, and catch the rags as they come from the sheet. They have not been subjected to any cleansing process previous to this, and consequently the air is laden with the dust and impurities that the machines shake out of them. I made particular inquiries of the employers and among the workers, and was informed that only one case of disease which might be traceable to the work had occurred. This was a case of small pox, and there was no conclusive proof that the infection had been contracted in the rag. Vaccination is compulsory among the workers in this department. The women employed here looked strong and healthy, although belonging apparently to a distinctly poorer class than those employed in the other departments.

They are paid a time wage of 1s. 10s. and 2s. per day. The manager stated that no fines are imposed, but if workers are not in at the exact time for starting in the morning they are shut out all day, and lose the wage proportionate to the time they are off.

Deductions for bad work were only made in cases of flagrant carelessness.

(2) Piece
and
time
work.

Very slight, and having no appreciable effect on workers' earnings.

(3) Sick
leave.

Very steady and regular in their habits. Many of the women had been employed there for a number of years. The manager said he endeavoured to get hold of the young girls and train them up through the various departments. Most of the workers live in the neighbouring village, and whole families are employed in the mill.

(4) Nature
of work-
ing.

The work rooms are large, comfortable, well ventilated, and furnished with all sanitary conveniences. A good dining room with cooking stove is provided. The attendance informed me that most of the workers took tea.

(5) Health-
iness.

The statements of the manager regarding wages, &c. were supported by several of the workers (Witnesses 725, 726), whom I saw previously.

The conditions of work in the mill of firm No. 212 are very similar to those described above, with the exception that there is no rag picking. Reports given in and instead of the rags, and the the women shake out and separate, the process being somewhat similar to haymaking. There is no objectionable feature in the work except a little dust. There is also a somewhat unpleasant smell which accompanies the boiling of the glue, but this is in no way deleterious to health.

In the glue preparing department the women are on a time wage of 8s. 6d. and 9s. 6d. per week. In the finishing and feeding department, which engages a superior class of workers, about 12s. 6d. per week is made by piece-work.

(6) Wages.

None.

(7) Sick
leave.

None.

(8) Time
and
piece
work.

The
Report-
ment
of
Wages
—
(1) Apper-
ance of
workers
(2) Charac-
ter and con-
ditions of
workings, &c.

The workers here looked exceedingly healthy. This is largely attributable, no doubt, to the fine country air in which the mill is situated.

The employer stated that they had a very steady and respectable set of workers, and, as in the case of firm 213 I was informed, whole families worked in the mill. A house of two rooms cost 44 per annum. The following figures were given as illustrating the average income of a family of three wage earners in the mill —
Father (mill hand), 24s. per week.
Son (young junior mill hand), 14s.
Daughter (pieceworker), 8s. 6d. = 46s. 6d. per week.

XIV.—RAG PICKING.

Visit to Rag Factories.

This industry employs a considerable number of women in Leith, where a large quantity of rags are imported from the continent.

I visited two rag factories, and had interviews with several of the workers in their homes.

Firm No. 217 employs over 120 women. On my visit to the factory I was shown through it by the employer, who furnished me with the following information as to the nature and conditions of the work.

The rags, which are usually brought by the China merchants to the rag store, are chiefly collected by hawkers in the first instance, with the exception of foreign rags, which come in large shipments to the port of Leith. The latter are brought from all parts of the continent, and sometimes from as far north as London.

The order to discontinue rags imported from the continent had the effect of stopping importation for a time.

Merchants, considering that the order was only temporary, did not think it worth while to incur the expense of building the special fumigating chambers necessary for the process, but either stopped re-exporting rags from the continent, or, in some cases, disregarded the order to discontinue. Had the order been made permanent in respect to foreign rags, in the opinion of this employer, its provisions would have been more effectively carried out.

Only two cases of infectious disease had occurred among the workers in this factory. These were fever cases, and their origin was doubtful.

The work is divided into three classes—Sorting of primers' shavings; rope leasing; sorting of rags.

The last named is the most objectionable as regards difficulty and unwholesomeness. The rags must be carefully separated as cotton, woollen, or linen rags, and these again sorted according to colour and cleanliness.

Seventy-five per cent. of the workers are piece-work, and the wages range from 7s. to 12s. per week, the average being 11s. In the case of the piece-workers the rags are given out by weight. With some classes of rags it is not possible to measure by weight, and workers on these are paid a time wage of from 6s. to 12s. per week. Some of the elderly women make from 4s. to 10s. A bonus of 6d. per week is paid to all workers who put in a full week's attendance.

This employer appeared to take a great interest in his workers, and stated he much regretted that as a class he found them very untidy and irregular. When he got hold of good workers he made every effort to keep them, but it was seldom that women remained long enough in his employ to enable him to do much for them. More than half of his employees were married women, chiefly the wives of dock labourers. In the winter time he was overwhelmed with applications for employment from this class, while in summer there was rather a lack of female labour.

Working hours from 8 a.m. to 6 p.m., with one hour off for dinner.

This factory is a model one as regards ventilation, every possible means being taken to minimise the disagreeable features necessarily belonging to the work. The rooms are large and there is ample floor space, and, even in the departments where the materials dealt with were most uncleanly, the atmosphere was not unpleasant to any serious degree.

A comfortable room is provided where the workers can take their meals. The employer had offered to

provide for the cooking of dinners, but the workers preferred tea, which is supplied to them at 4d. per cup.

The majority of the older women among the workers had a miserable and poverty-stricken appearance. The younger women had a more comfortable aspect, but were apparently somewhat rough and unintelligent.

The following particulars are furnished me by the other firm visited, No. 214—

1. The number of women usually employed here is about 60, 25 of whom are skilled hands engaged in the sorting of the various qualities of new and old rags for shoddy and paper-making purposes. These are paid at a fixed sum per cent, and the average wage per week is 12s. The other hands are unskilled, and are principally employed in picking what the skilled hands sort or pick. Their wages average about 7s. per week.
2. Their hours of labour are from 8 a.m. to 6 p.m. Saturdays, 8 a.m. to 2 p.m., with one hour for dinner.
3. The only male hands are foremen, of whom there are three. The majority of our hands are married women from 20 to 35 years of age. They seldom leave us, as the work is not laborious, and is very healthy.

We may state that, apropos of the cholera scare, during all the epidemics of cholera, fever, small pox, &c. in this district, there has never been a single case among the workers at the rag stores. This statement we are quite prepared to substantiate.

Evidence of Workers.

Witness No. 741 is unmarried and lives with her mother. Witness makes from 12s. to 13s. per week at rag picking, and has sometimes made 15s. a week with new rags that were less mixed. Slack time lasts through one or two months in the year, and workers may be off work three days in the week at those times. The rags are not disinfectied, but witness did not know of any case of sickness having occurred through working in the rag store. Mother of witness "lays dishes" and makes about 2s. a week by this. They live in one room, for which they pay 2s. a week.

Witness No. 742 is unmarried, has a child, and lives with a brother, who is a day labourer making a wage of from 12s. to 15s. a week when employed. They live in one room, rent 2s. a week. Witness makes about 12s. a week at rag picking. States that workers may be paid off in slack time, but steady workers are usually kept on.

Some of the workers are on piece and some on time wages. The latter are fixed 1d. at an hour rate. When rags are very much mixed workers cannot make so much off them. Witness has never heard of any case of illness brought on by working in the rag store. Nothing is done in the way of disinfecting the rags.

Witness No. 743 makes about 11s. a week at rag picking. Witness is unmarried and lives with her father and mother. The former is a labourer and the latter a hawker. Witness could not give earnings of her father, but stated her mother made about 8s. or 9s. a week regularly.

Complained of occasional slack time in the rag-picking trade. Had never heard of a case of illness brought on by working among the rags. No cases where witness is employed. The family of which this worker is a member consists of a father, mother, son, and two daughters. They occupy one room and a kitchen, for which they pay 2s. per week.

XV.—ROPE TEASING AND SACK SEWING.

Among the trades frequently carried on in the workers' homes, and in which a low degree of skill and low wages obtain, may be mentioned rope teasing and sack sewing. I found that these employ a number of women in Arbroath, and that they possess the features commonly found in home trades, namely—

1. Irregularity of employment;
2. Low rate of wages;
3. Tendency to employ juvenile labour;
4. Long and irregular hours;
5. Innumerable conditions of work, owing to poverty in workers' homes.

The
Katharine
Report
of Women,
(1) Apper-
ance of
workers.

(2) Charac-
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ditions of
workings, &c.

(3) Charac-
ter and con-
ditions of
workings, &c.

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(29) Charac-
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workings, &c.

(30) Charac-
ter and con-
ditions of
workings, &c.

(1) Collec-
tion of rags.

(2) Discon-
tinuation
of rags.

(3) Discon-
tinuation
of rags.

(4) Discon-
tinuation
of rags.

(5) Discon-
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of rags.

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(17) Discon-
tinuation
of rags.

The
Report
of
the
Commissioner
of
Factories,
1907.

I was informed that rope twisting is frequently fallen back on by the poorer class of textile workers when out of employment.

Visits to Workers.

I visited the homes of the following women workers employed in rope twisting and sock weaving, and took evidence regarding their employment and social condition.

Witness No. 825 is an elderly woman and a widow. I found her looking very ill, and apparently suffering from asthma. She was seated at the fire-side, and informed me she had struggled out of bed in anticipation of the doctor's visit, as she was afraid if he found her laid down he would order her to be sent to the infirmary, an experience which she had once had, but never wished to repeat.

I find this antipathy to hospitals and infirmaries is very common among the Scotch industrial classes. I believe it springs partly from religion and partly from independence on their part.

Witness 826 had been engaged in rope twisting previous to her illness. She had two grown-up daughters, both of whom were spinners, and made 3s. 6s. a week when employed. At present both were out of work, and had taken up their mother's occupation of rope twisting. They received 10d. per half-oz.—the quantity being a day's work for two persons. They stated their average wage was about 3s. 8d. per week.

This family occupied two rooms, for which they paid 1s. 8d. per week. The kitchen is "living" room was very clean and tidy. The second room was unfurnished, and kept for the rope twisting, which occupies a great deal of time.

Witness 826 was formerly a spinner, but has become blind, and employs herself with rope twisting. She lives in a single room, for which she pays 1s. a week, and which is a model of cleanliness and order. She makes an average wage of from 4s. to 5s. a week.

Witness 827 is an unmarried woman. She has four children: two of them are employed in the mills, and bring in 5s. and 8s. a week respectively.

Witness 827 calculates she works steadily from 9 a.m. till 10 p.m., with a break of not more than 1 hour or 1½ hours during that period. It takes her 24 days to twist 56 lbs. of rope, and for this quantity she is paid 3s.

She reckons her average wage as from 4s. to 5s. per week.

Witness 827 allows 826 to share her unfurnished room with her for rope twisting purposes. Witness 827 has, in addition, a double-bedded kitchen for a "living room," and pays 1s. 7d. a week for the two apartments. Witness 827 is apparently a kind-hearted person, but I have never met with anything to equal the dirt and squalor of her "living room."

I was informed by witness 829, who has done a great deal of social work among the rope twisters, that there was much immorality among them. This was attributed largely to the low wages.

Witness 828 is a married woman with three children. She now keeps a small shop, but was formerly employed as a rack sewer. She stated that while engaged at this her average wage was about 3s. per week. She "never" made more than 1s. 5d. at the best of times, and it "had gone as low as 1s. 6d. in the week." She used to work as a rack sewer from 4 a.m. to 9 and 10 p.m., and to get her children to help her, and "even with this it was" hard work to finish a dozen in their time." She was paid from 6d. to 8d. per dozen, and of this she had to supply her own thread, which usually cost 3d. for each dozen. Witness stated that the big racks were particularly heavy, as they had to be held in a certain way in order to be sewn, and that the lifting and stretching of these sometimes made her arms so stiff at night that she could not bend them herself, but had to get her children to lift them for her. Finally, owing to the help of friends, witness had been enabled to give up this work and start her small shop. Her house and shop were beautifully clean, and orderly, and witness herself had a most respectable appearance.

XVI.—WOOLLEN MANUFACTURE OF THE SOUTH OF SCOTLAND.

The centres of the Scotch woollen trade are Galashiels and Hawick.

The bulk of the trade consists of the spinning of woollen yarn and the manufacture of tweeds.

It is stated that the tweed trade in Galashiels has been doubled within the last 20 years.

In Hawick, in addition to the tweed industry a considerable trade is carried on in the manufacture of a specially fine quality of hosiery or underwear.

In my investigation of the condition of women's work in the woollen trade in the southern district, I have given my attention more particularly to the following points:—

1. Competition of men and women workers.
2. Wages.
3. Drawbacks in the trade affecting wages.
4. System of wages payments.
5. Trade disputes.
6. Trade organisations.
7. Sanitation.
8. Fines and deductions.
9. Social condition and health of workers, rent, cost of living.

1. Competition between Men and Women Workers.

There is no serious competition between men and women workers in the woollen trade of the southern district, but the employment of men and boys exclusively in the spinning department may be noted as one of the features which differentiate the textile industry here from those of the other parts of Scotland. In the latter spinning proper is a woman's industry, men being only employed in it as overmen and in some of the preparing departments of the jute trade.

A few men are employed in weaving in some of the factories in Galashiels, but it was stated by several employers and managers (witnesses 828, 860, 861, 862, 871) that the output of the men was inferior to that of the women both in quantity and quality. Speaking generally there is apparently a strong feeling among the industrial classes in Scotland against the employment of men on the power looms, and the explanation given for the inferior work of such men is that they were employed on them in the southern district was, that they took up this occupation because they had failed at everything else.

In cases where men are employed in weaving they are paid the same rates as the women, but I was informed that their total earnings per week usually fall a shilling or two below those of the women workers.

2. Wages.

It was stated by one of the largest employers in the district (witness No. 869) that for the last two or three years wages in the tweed trade had a tendency to remain stationary, previous to that they had increased considerably.

The wages figures supplied to me by the various firms and workers, and consisting in the former case chiefly of extracts from the wage books, and which I was allowed to make periodically, show a higher average than I have met with in any other large centre of textile industry in Scotland, except, perhaps, in Dundee, where in good average is made by the weavers and woaders at the linen trade.

There is no established and uniform rate of wages throughout the tweed trade, but I was informed by various employers and operatives that, taking certain differences into consideration, wages were paid on fairly equal all over the trade. This may be accounted for by the comparatively small area covered by this trade, which gives equal conditions as to cost of living, &c.

The following causes may operate in producing the variation in wage in the various factories as shown in the wage tables:—

- (a) Difference in the fibres manufactured.
- (b) " " " quality of the yarn supplied.
- (c) " " " duration of clock time.
- (d) " " " machinery employed.

(a) Intro-
duction.

(a) Health
of industry.

(a) Employ-
ment of men
in spinning.

(a) Employ-
ment of men
in weaving.

(a) Com-
parison of
men's and
women's
wages.

(a) Wages
in wool.

(a) No
established
and uniform
rate of
wages.

(a) Causes
operating to
produce
variations
of wages.

(a) Average
wage, 10
per week.

(a) Average
wage, 10
per week.

(a) Average
wage, 10
per week.

the
factory
or workshop.

(c) Difference in wages of "fast" and "slow" looms.

(d) Average wages.

(h) Time at slack time.

(i) Openness of place in factory and workshop Act, 1891.

(m) Work on the street.

(n) Employment of children.

(o) General report.

(p) Closing of ventilators.

(q) Suggestions as to compulsory

Yarns &c., of course, the faster difference is skill, application, regularity, &c. operating in the case of individual workers.

With regard to the difference in machinery employed, it was stated by an experienced male operative (witness No. 856) that in some of the factories a much larger proportion of new or "fast" looms are in use, and it was estimated that two-thirds more production could be got off those than off the old or "slow" looms. The wages rates for work on the "fast" looms are not so high in proportion to the output, a different "statement" being employed, which gives 25 per cent less for the "fast" than for the "slow" looms. Notwithstanding this, however, the total earnings are necessarily greater.

The average wages over the trade might be taken as from 15s. to 20s. per week as the various factories.

In some cases it might go above this, and I saw from the books of firm No. 218 that one weaver in their employ had been able to earn the following per fortnight during a period extending over six weeks:—21 10s 10d, 21 2s 6d, 21 12s 6d.

In an interview I had with Mr. Charles Wilson, president of the South of Scotland Chamber of Commerce, he informed me that he could not retain a weaver in his employment whose average wage did not amount to 16s. per week, and that he considered that a low average wage in the tweed industry.

3. Drawbacks in the Tweed Trade affecting Wages

The only drawbacks complained of by the operatives in the tweed trade with whom I have met are two which affect wages, namely, bad yarn and slack time.

The latter difficulty was estimated to last from two to three months in the year, and chiefly during the months of February, July, and August. It was stated that at this time wages declined considerably, but I could not hear of any case in which a worker had been paid off.

4. System of Wages Payments.

I found the provisions of clause 24, Factory and Workshops Act, 1891, which requires that particulars as to wages rates be supplied to piece-workers satisfactorily carried out in the various factories visited, and I have met with no complaints from workers under this head. The usual arrangement for complying with the requirements of this section of the Act is to enter particulars as to wages rates on the ticket given out to workers with a new wash. When this was not done the rates were posted in the factories. I was also informed by witnesses 823 and 854 that the basis on which the employer calculates his wages is known to the operatives so that no change in rates can be made without the latter being aware of it.

5. Trade Disputes.

It was stated by witnesses 880 and 864, employers, and 823, 824, and 854, operatives, that no trade dispute of any importance affecting women workers had taken place in the tweed trade within the last 20 years.

6. Trade Organizations.

There are no organizations for the protection of trade interest among the operatives in the textile industries of the southern district.

On the other hand, every factory has apparently a Friendly Society in connection with it, which affords sick or funeral benefit to members. The subscriptions and benefits of these vary, particularly as to some of them are given in the tables, pages 288 to 301.

The interests of the employees and the regulation of the conditions of the trade are in the hands of the South of Scotland Chamber of Commerce.

7. Sanitation.

I found the sanitary arrangements to be generally good in the various factories visited. In some cases the atmosphere was a little close owing to the windows and ventilators being closed when I was inclined to think they might have been open. It seems desirable and possible that foremen and managers should give a little more attention to this point, although I am usually informed, when I draw their attention to it, that the windows and ventilators are under the control of the workers, and have been closed at their desire.

I think at the very least some rule might be made and insisted on, that all appliances for ventilation

should be put into use during meal hours. I find this is done regularly in some cases. I may state that there was an entire absence of anything objectionable with regard to the inventory accommodation in the factories visited in this district, the arrangement being to have these outside and constructed of iron.

The workers seem satisfied themselves generally with the sanitation of the factories in which they were employed, and stated that they knew of no grievance or discomfort in this respect existing in any of the mills.

8. Fines and Deductions.

With regard to fines and deductions, I found that several firms impose fines for late attendance, but I did not, on inquiry, find that this was regarded as a grievance by the workers.

Mr. Charles Wilson, president of the South of Scotland Chamber of Commerce, has supplied me with the following statement regarding the system of fines for late attendance employed in his factory:

"All fines for late attendance are, at the end of the month, divided into two portions, the one-half of the money being returned as a bonus (in which every worker shares equally without reference to amount of wages) to all those who have been in time every morning during the month. The bonus from those who are generally coming to about 8d. per month over those who are entitled to receive it, and many of the boys and girls look forward to this bonus as pocket money."

"There was here a plan by which every worker who asks at the coffee room for a cup of coffee can have it free if called for before 5.55 a.m., so as to be in time for 6 o'clock work. The cost of the fine money goes as far as it will to pay for this, but this is not nearly sufficient, so the firm has to make up the balance. As I already explained to you, I do not look upon these fines as at all compensating for the loss of work, because the employer having provided all the necessary preparations for work has not gone to a great deal of expense, and if the worker does not turn up all this 2s 10d, and as you will see, at any rate in our case, all the money deducted for coming late is again returned to the people, it may not be to the same people."

	No. of Boys.	Women and Children	Fine by Piece.	Mon. by Day.
6.15 a.m. clock		4	4	4
6.45 to 6.55	2	2	1	1
6.15 to 6.55	3	1	1	3
6.55 to 7	4	1	2	4
Deducted time	—	2	4	2d & time

"Unless some valid and sufficient reason be given at time."

"Any worker not putting the ticket into the box on coming in the morning will be fined 2d for the first offence and 4d, more for each time repeated."

"Anyone fined more than twice in one week shall have their fines doubled."

"When fine against anyone during a fortnight are not 1d they will be struck off."

In connection with deductions for faulty work, I find the general custom in factories in the southern district is to have a mending department, where a staff of workers known as leaders and darsers are employed.

The work of the former is to pick out knots or seeds in the yarn which may remain after the weaving process.

The darsers are employed in mending imperfections in the weaving of the cloth. These may be due to shortcomings in the part of the workers, the yarn, or the machinery. It is usual to allow a certain time for darning at the expense of the employer, time required above that being charged against the weaver of the piece concerned. The tables on pp. 295 to 301 will show that the time allowed and the charge made varies with the different firms, &c., in the case of firm 295 three hours free darning is allowed, time above that being charged 1d or 2d per hour; firm 298 allows three hours free darning, and charges from 2d to 6d after that; firms 219 and 220 allow three and five

The
Employer
or Worker

workmen
during meal
hours

(a) Work
on the street

(a) Fines
for late
attendance

(a) Statement
by Mr. Charles
Wilson, president
of the Chamber
of Commerce

(a) Statement
by Mr. Charles
Wilson, president
of the Chamber
of Commerce

(a) Statement
by Mr. Charles
Wilson, president
of the Chamber
of Commerce

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by Mr. Charles
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of the Chamber
of Commerce

(a) Statement
by Mr. Charles
Wilson, president
of the Chamber
of Commerce

(a) Statement
by Mr. Charles
Wilson, president
of the Chamber
of Commerce

THE
KIDNAP-
ING OF
WORKERS.

(b) Com-
plaints of work-
men and
witnesses in the
jute trade
from classes
in, Factory
and Work-
shop Act.
(c) Com-
plaints and
suggestions
in jute trade
from work-
men of cloth.

But while the provisions of the clause are substantially carried out in the case of the weaver, it is felt to be a hardship that the weaver and reeler in the jute trade are omitted in the clause, and that no provision is made for their being supplied with particulars to enable them to ascertain the rate of wages at which they are entitled to be paid. Several complaints as to this omission have been made to me by workers belonging to the classes in question.

In connection with the system of wages payment, a number of female operatives (Nos. 326, 327, 329, 330, 331, 332) and others stated that it was a matter of dissatisfaction that in some cases while the price of the cut was marked in the bill, the number of yards was not given. Sometimes workers took longer to weave their cuts than at other times, and this gave rise to the impression that additions were made to the length of these. On the question being put, the workers admitted it might also happen that the cuts contained less than the usual quantity of cloth, and the weaver he consequently the gainer, but there was a unanimous feeling that it would be more satisfactory to have the number of yards marked on the bill.

In connection with this point of supplying the workers with definite and satisfactory information as to the amount of cloth actually woven by them, it was suggested by a deposition of workers who worked on me at Forfar, that the difficulty could be most satisfactorily met by having the length of the yarn marked on the bill in all cases.

The suggestion made by a deposition of representa-
tive workers in Kyrleburn was that the cloth should be measured immediately when it comes off the loom, instead of after the "finishing" process, which has the effect of shrinking the cloth and so giving an incorrect estimate of the amount woven.

In Brechin a representation was made to me by the weaver workers regarding the operation of clause 21, Factory and Workshop Act, similar to that met with in the cotton trade. Here, as in the western district, the weavers claim that this clause does not operate effectively because the employers' basis of rating is not declared to the operatives.

4. System of Premiums.

I find that in the jute trade considerable exception is taken by the women operatives to the "bonus system," i.e., premium paid on production over and above a certain fixed quantity. This is known among mill workers as "overpin."

Witnesses Nos. 223, 224, 225, who are experienced women workers, and many others, expressed great objections to the bonus system, and alleged that advantage is sometimes taken of it to pay at a lower rate, while production is forced up by overworking in order to get the premium.

Witness No. 226 also complained of the bonus system, and said that in her factory there was a habit of over-
steering that the weavers should clean their looms and do other things pertaining to their work during meal hours in order to take off a certain amount of cloth. If they failed in this way they incurred a risk of being disciplined by the tender, who was paid a premium on production.

Witness No. 231, who is a tender and a man of large experience, states that the children employed as half-

timers are frequently overdriven in mills where the system of payment by "overpin" prevails. Some-
times the premium paid for this by the women who act as the children's weaver, and is known as the "shifting machine," amounts to 2s. or 12s. per week. The result is that the children are hurried up, sometimes, it is asserted, by blows, so that the amount of production giving this premium may be obtained. It is popularly known among the workmen as "blood money."

It was stated by witness No. 225, that the machinery being driven at a greater speed now than formerly, "the" "little weaver are harder worked than ever they were." It was further asserted that bad language is often used to the children, and that sometimes "blows are raised to them." It used to be customary for the "shifting machine" to carry a strap, which she applied to the child who was last in shifting the bobbins. This is now discarded, but the child frequently gets a blow with the hand instead.

On the other hand testimony was given by various witnesses, and confirmed by my own observation, as to the good treatment shown to the children employed in many of the works. Among others the following firms may be cited as employing children under specially good conditions in the respect, Messrs. Baxter Bros., Messrs. Cox, Messrs. Grimmer, Messrs. H. Smith & Co., Messrs. Henry Walker & Co.

Among the firms visited in Dundee I found four where no children were employed (Firms 71, 72, 120, 171). The reasons given by the firms were that they considered the work hard for the children and not profitable for the employers.

5. Wages.

Details as to the wages paid, in the various mills and factories in the northern district are given in the tables on pp. 55 to 58.

During the past year (1897) the workers in the Dundee and District jute mills have suffered a reduction of 5 per cent. in wages.

The following information as to increase of wages and relative cost of living in the northern district has been supplied to me by Mr. D. H. Saunders, of Dundee, who has had special opportunities for acquiring wide and exact knowledge of local industrial and social conditions.

In certain branches of a jute system the increase of production has been 25 per cent. quite during the past 20 years. A jute mill costs quite 10s. per spindle now. Wages have risen from the low point of 1847, since Free Trade from, say, low mill hands to 10s. spinners from 6s. 6d. to 11s. The work is easier in one respect even with two frames, and 13s. to 14s. a week more than it used to be with one. In old days the spinner shifted 300 going. Jute is shifted standing. The half-timers are really apprentices, and close the frames too, and the preparing being greatly improved the spinner has less to do; but the attention, the strain on the spinner, if not the hard work, is very severe. When the wages were at the rates I give:

Now 4½s. the loaf in 1847 was 3½d.	
" 2½ sugar "	8d.
" 2s. tea "	3s.
" 3s. soap "	8d.
" 10d. meat "	8d.
" 8½ 10s. rents "	8 10s.

Shoes and clothing are now much cheaper.

THE
KIDNAP-
ING OF
WORKERS.

(c) De-
tails of an
account of
children in
jute mills.

(a) Wage/
table.

(b) Rates/
for a
spindle.

(c) Wages
and cost of
living.

(a) Other
facts to the
"bonus
system."

(b) Effects
children

I subjoin a statement furnished by firm No. 180, which is interesting as showing the fluctuations in wages in the gile-trade between the years 1873-1893.

TABLE of RATES of WAGES paid by FIRM 180.

TABLE
RELATIVE
RATES
OF WAGES.
(Cf. "Wages"
table, showing
the Gile-trade
from 1873 to 1893.)

Working Hours per Week.	Year.	Month.	Remarks.	Splitters, 8½ Spools.	Half-spinners.	Mechanics.
				s. d.	s. d.	s. d.
58	1873	June	-	12 0	3 6	27 6
"	1873	July	Advances 5 per cent.	12 6	3 6	27 6
56	1873	January	86 hours Bill came into force, January 1873. Hairs reduced from 34 to 56 per week, wages in proportion.	12 1	3 5	27 0
"	1875	May	Reduction 16 per cent.	11 0	3 1	27 0
"	1875	July	Reductions 1 per cent. after weeks of six weeks.	10 6	2 11	26 0
"	1875	November	Advances 5 per cent.	11 0	3 1	27 0
"	1877	August	Reduction 5 per cent.	10 6	3 0	25 0
"	1878	November	Reduction 5 per cent.	10 0	2 10	24 5
"	1878	November	Mechanics' hours increased from 51 hours to 56 hours per week, their wages advanced in pro- portion.	-	-	25 0
"	1879	February	Reduction 5 per cent.	9 6	2 8	25 0
"	1879	December	Advances 5 per cent.	10 0	2 10	26 0
"	1880	September	Mechanics' wages advanced 5 per cent.	-	-	27 0
"	1883	January	Advances 5 per cent.	10 6	3 5	28 5
"	1883	August	Advances 5 per cent.	11 0	3 4	29 0
"	1884	March	Reduction 5 per cent.	10 4	3 5	28 6
"	1884	July	Reduction 5 per cent.	10 0	3 2	28 6
"	1884	November	Free-workers and mechanics re- duced 1 percent, and hands on all wages not reduced.	-	-	27 6
"	1885	March	Reduction 5 per cent.	9 6	2 8	26 5
"	1885	September	Reductions 2½, 5 per cent.	9 0	2 11	25 4
"	1886	June	Reduction 5 per cent.	9 0	2 9	25 6
"	1887	January	Advances 5 per cent.	9 4	2 11	26 6
"	1888	September	Advances 5 per cent.	9 9	2 6	27 6
"	1888	December	Advances 5 per cent.	10 5	2 2	28 0
"	1889	September	Advances 5 per cent.	10 9	2 4	29 0
"	1890	February	Advances 5 per cent. to all hands, rollers, and warpers only.	11 4	2 6	29 0
"	1892	May	Reduction 5 per cent.	10 11	2 4	28 0

* Mechanics 51 hours per week.

† Is ad. given to make up for loss overtime.

† Mechanics 56 hours per week.

‡ Mechanics and warpers not included.

The following statement supplied by Firm 204 shows the variations in wages in the linen trade of the Northern district during the period extending from May 1880 to November 1892.

FIRM 204.

Extracts from Wages Abstracts. Per Week of 56 Working Hours.

(Cf. "Wages"
table, showing
the linen
trade in the
Northern
district from
1880 to 1892.)

		Half-year ending							
		May 1880.		Nov 1889		May 1890		Nov 1890	
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Single weavers	Max.	11 7	11 8½	11 2½	11 9½	11 2½	11 4½	11 9	12 0½
	Min.	7 1	7 7½	6 9	7 0	6 10½	7 0½	7 11	8 2
	Avg.	9 0	10 5	9 5½	9 9-5	9 7½	9 9-5	9 8-6	9 11 0½
Double weavers	Max.	17 0	17 0½	17 8½	17 10 7	17 4½	17 1	16 8½	16 7½
	Min.	9 11½	9 9½	9 6½	9 7 8	9 5 10	9 6½	9 0	8 11½
	Avg.	12 9-7	12 1 6	11 6 4½	12 5	11 11 6	12 1 8	11 9-45	12 9 20
Triple weavers	Max.	-	-	-	18 8	15 8	15 0½	16 1	17 8½
	Min.	-	-	-	14 7	14 7	16 1	14 3½	15 5½
	Avg.	-	-	-	16 5½	15 9½	16 4½	15 6½	16 8½
Wet weavers on loom	Max.	14 6½	14 10	15 4½	15 7½	15 2	15 11½	15 1½	15 8
	Min.	12 11	13 9½	14 2	15 1½	14 7½	14 4½	14 5½	14 11½
	Avg.	14 3½	14 5½	14 10 8	14 11½	15 4½	14 11 0½	14 10 5	14 8 9½
Warp weavers on gale and yarn only	Max.	16 9	16 6	17 2½	18 7½	17 11	18 1½	18 9½	18 7½
	Min.	16 1½	17 6½	16 10½	17 0½	17 4	18 4½	17 2½	17 7½
	Avg.	17 8	17 11½	17 8-90	17 9	17 8½	18 0-5	17 9 17	18 0-5
Warp weavers on gale and 2½ yarn	Max.	15 8	15 7½	16 6½	15 6½	15 0½	14 4½	15 5	16 8½
	Min.	14 4½	14 11½	14 2½	15 7½	14 0½	15 11½	14 5½	14 11½
	Avg.	14 8½	15 0	14 7	14 9½	14 8½	15 10 8	15 0 48	16 0-25

6. Deductions and Fines.

I have made a strict inquiry regarding the imposition of deductions and fines and find that the testimony of the witnesses corroborated goes to prove that there are neither systematic nor oppressive.

Witnesses Nos. 167, 168, 169, 236, 327, 328, who are women of considerable experience, and others, have given evidence that deductions are seldom imposed except on the more careless workers.

I find there is a strong feeling on the part of the operatives generally that to have suffered a deduction for bad work implies a serious reflection on their reputation as workers, and they take much pride in stating that they have never been fined for faults in their cloth.

On questioning employers on this subject, I was usually informed that in cases of continued carelessness on the part of a worker they much preferred to punish by dismissal rather than by a fine, as the latter, while not compensating them for the loss consequent on bad work, was apt to engender ill feeling on the part of their operatives.

With regard to disciplinary fines, as, for example, for late attendance, I find that several firms impose a fine of 1d. on workers who are late in the morning or afternoon. The limit allowed in this way varies in most cases from one to five minutes. In some mills, when workers are 10 minutes late they are not allowed to begin work at all during the forenoon, but must remain out until dinner time.

In cases where the workers are on piece-work wages this, of course, involves considerable loss. Witnesses Nos. 324 and 325, who are spinners and on time wage, stated they lose 3½d. in wages if absent for a day, and the premium of 1s. per week for full attendance is also deducted.

On the other hand employers point out that as they require the same amount of power and have the same standing charges whether the workers are there to do the work or not, this absence of an operative involves a considerable loss to them, and it is on this ground that deductions for absence are made from wages, and it is claimed that these do not cover the loss but are instituted as a check.

7. Notice of Dismissal, &c.

I have received many complaints from workers on what they consider the injustice of a week's notice being required from operatives before leaving a factory, while it is not also required from employers in dismissing them.

Much hardship is often involved by arbitrary dismissal, and the women state that owing to no obligation being imposed on their employers in this respect common is given for petty tyranny on the part of the foremen and superintendent, in whom are usually vested the power of engaging and dismissing workers. They are of opinion that in addition to the desirability of their receiving due warning before being deprived of their work, a week's notice would give them opportunity for approaching the heads of the firm on the subject should they think they have been unfairly treated. This point was more particularly brought before me by the women representatives of the Montrose Mill and Factory Workers' Union, and by a deputation from the Montrose Trades Council (Witnesses 610 to 619.)

It was further stated by the representatives of the Montrose and Kirtcumbur Unions (Witnesses 254 to 259) that sometimes variations prevail rules are instituted by firms, and while workers may be held bound by these they are not made fully acquainted with them at the time of engaging.

The following evidence illustrating this was given by witness No. 601, who is a woman of considerable intelligence and who holds the position of treasurer of the union. Witness had given a week's notice of her intention to leave the mill where she was employed, but on going to get her wages she was told she had forfeited it, as a month's notice was required by the private rules of the firm, a copy of which was shown her for the first time. Witness objected, but the refusal was persisted in, and it was not until the case had been taken to court that the wages claimed were paid.

It was suggested by the workers I met at Kirtcumbur, that all private rules of firms should be submitted to the factory inspectors, or that in the event of local boards of arbitration being established such rules might come under their supervision.

8. Cleaning machinery while in motion. Accidents.

I have had various complaints from workers (see Nos. 327, 328, 329, and others) regarding the practice which prevails in some mills of cleaning the spinning frames while they are in motion, with consequent risk of accident to the workers. In the majority of the mills visited I found notices posted throughout the works prohibiting this practice, but the workers state that they are practically obliged to clean their machines while in motion, as the time allowed on Saturdays is not sufficient to keep them in proper order, and that if allowed to run too long there is a danger of the waste which gathers on the frames taking fire through friction.

Witnesses 327 and 328 quoted a case of a girl who had lost her hand through cleaning the machines while in motion.

Witness 328 stated she and two other women got their arms badly bruised through taking ends off the bobbins while the machines were in motion.

Witnesses 217 and 318 stated that small accidents happen frequently in their mill through frames being cleaned while in motion, but that they are carefully kept quiet.

Witnesses 319 and 320 stated that cleaning while the frames were in motion used to be done in their mill, but owing to a foreman having lost his arm through cleaning when the machines were going the practice was stopped, and that now the workers clean their frames during the meal hours.

With regard to this practice of cleaning machinery and performing work during meal hours, I may state that I have questioned numerous employers on the subject and have always met with strong expressions of disapproval, and, in the majority of cases, of entire ignorance regarding it.

As, however, I have received so many statements from the operatives regarding the custom, I am disposed to think that it is practised to some extent, but without the knowledge or approval of the employers.

With regard to accidents from flying shuttles witness 327 quoted a case in which a worker had had her eye knocked out by a flying shuttle.

Witness 328 stated there had been two cases of flying shuttles in her factory where slight bruises had been inflicted, but the testimony of this witness and of the others questioned on this point was to the effect that accidents from this cause were not frequent. I found no shuttle guards in use in any of the factories visited, and the workers generally appeared to be ignorant of the existence of these as a means of protection. The immunity from accidents in respect of flying shuttles was usually attributed to the fact that the looms in the Scotch factories are not driven up to an excessive speed.

The
Employer
guilty
of Wrong.

(1) Case of
woman being
injured in
her private
rule of
firm.

(2) Rules
made as to
supervision
of private
rule of
firm.

(3) Practice
of cleaning
machinery
while in
motion,
accidents
resulting
therefrom.

(4) Notice
of dismissal
&c.

(5) Flying
shuttles.

The
Employer
guilty
of Wrong.

(6) Notice
of dismissal
&c.

(7) Rules
made as to
supervision
of private
rule of
firm.

(8) Practice
of cleaning
machinery
while in
motion,
accidents
resulting
therefrom.

(9) Notice
of dismissal
&c.

(10) Flying
shuttles.

(11) Notice
of dismissal
&c.

I subjoin the record of accidents in the Dundee works during this month, November 1891 to July 1892, which has been supplied to me by Dr. Miller, the visiting officer of health.

Date	Employee.	Age of injured Person.	Employment.	How caused.	Nature of Accident.
1891.					
25th October	Agnes Miller	46	Weaver	Flying shuttle	Slight wound
4th November	Bessie Brockhouse	33	Spinner	Spinning machine. Had placed her foot in a box from which, not withdrawing hand, allowed it to run.	Left little finger lost and ring finger much bruised.
21st November	Alice Hay	35	Reeler	A belt got off drive, caught a gun piece, rolled up on shaft till it broke, then gave fall.	Slight injury. Bruise of side.
25th November	Jane Peader	37	Winder	Rolling winding machine, allowed hand to be caught by guide passing on a bobbin.	Slight wound, back of left hand.
11th December	Jane Christie	38	Fabric breaker	Breaker used. Thought machine stopped. No moving water, finger caught.	Slight. Right side finger amputated.
16th December	Margaret Bell	21	M/L washer	Rolling machine. Putting up as usual.	Slight. Laceration of right palm.
20th December	Jane Beattie	about 50	Rever	Rever frame, cleaning while in motion, her apron was caught she was dragged against fly.	Slight. Blow on chest.
1892.					
6th January	Ann Ross	35	Weaver	Flying shuttle. Picket broke.	Not severe. Blow on head. Knocked down. At work on 4th day.
9th January	Margaret Cairns	30	Weaver	Rolling strip broke while she was leaving over comb.	Slight. Right eye bruised.
7th January	Jane Scottie	23	Confessioner - full, &c.	Flag came out of hat of belt wheel.	Slight. Skull. Right ankle.
8th January	Mary Hogg	about 30	Wash works	Taking waste out of break end.	Slight. Back of two fingers lacerated.
15th January	Louise Ramsey	16	Weaver	Finger caught between lay and beam beam.	Slight. Fingers bruised.
20th January	Isabella Davis	34	Weaver	Struck by arm of picker when taking dirt off back of comb.	Erased. Right eye and surrounding parts. Four days in bed.
12th February	Jane Whitaker	18	Reeler	Brushing handle of spinning frame in motion. Hand thrown against wheel.	Severe. Three fingers amputated and hand bruised.
22th March	Alexandra Ramsey	16	Weaver	Hand caught between lay and beam.	Slight. Bruise of two fingers.
23rd March	Margaret Rawson	24	Employed breaker	Went into a "darning machine" to clean it. Yarn low worked, not knowing this, set it in motion.	Considerable bruise all over. In bed three days.
20th May	Alice McNeil	18	Spinner	Spinning frame. Cleaning wheels in motion.	Two fingers much bruised.
21st May	Elizabeth Hogg	15	Spool winder	A small calendar was taken through tape and allowed finger to be caught between roller.	Severe. Three fingers (left) amputated, also distal phalanx of little finger and thumb.
16th June	Robina Pettit	—	Weaver	Thumb caught between driving piece and wheel of beam.	Slight. Bruise of right thumb.
7th July	Mary Ann Shoop	38	Spinner	Fly of spinning frame struck her when taking off a bobbin.	Slight wound. One finger bruised.
12th July	Maude Smith	25	Weaver	Finger caught between lay and beam trying to comb shuttle.	Slight. One finger bruised.

Two accidents from flying shuttle in the nine months here included.

9. Employment of Children

(a.) Engaging into non-Flann of children's employment in mills.
(b.) Finding of workers.

I regret that limitation of time has prevented my pursuing the inquiry I had originally proposed regarding the employment of children in the jute trade.

So far as I have been able to collect the opinion of the women workers, more especially the married women, the feeling seems to be in favour of the half-time system. This, however, is probably largely due to the pressure of poverty, which makes the few shillings brought in by the children an important consideration for the parents.

The workers with whom I have discussed the question of the comparative advantages of the employment

(c.) Two systems.

of children under the alternate day at the mill and day at the school, or half day at both, have unanimously declared themselves in favour of the former arrangement. The reasons given being that it involved less strain on the children.

Witnesses 209, 234, 241, who are married women and have a large experience as textile workers, spoke strongly in favour of the alternate day system as compared with the other. Witness 209 stated that the former arrangement allowed the children to come home to dinner, whereas under the latter they had only time for a "noon" in the middle of the day. It was further urged that when the children did not get home they were obliged to wash their hands and face at the mill or at the school, when exchanging the one for the other,

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Facts
Said
of
Workers

and that as frequently only a very limited provision was made in the way of towels, or even of water, this arrangement was both unsanitary and dangerous to the health of the children. Witness 209 stated that cases had occurred in which skin diseases had been transmitted from one child to another through want of care in this way, and that mothers strongly objected to the use of towels in common.

10. *Rating of the Age Limit for Full Time Workers (Women)*

(a) Supposed to be
strong enough to
stand up to full
time work.

Several representations have been made to me by persons intimately acquainted with the conditions of women workers in the textile trades, regarding the injurious effects to health consequent on the sudden transference of girls from half to full time work at the age at present allowed by parliamentary enactment.

(b) Weak-
ness of
bones.

I had proposed making a systematic inquiry on this point, as well as on the employment of children, but am only in both cases given such evidence as I have been able to collect incidentally in the course of my general inquiry into the textile trade.

I have questioned a number of the girls and their mothers (witnesses 279, 330, 333, 335, 306, and others) as to whether they had felt any undue strain from being put on as full time workers, but only have received vague general statements as to their feeling "very tired at night whilst," and so forth.

None of the witnesses complained of illness having been brought on by the sudden change of work.

One girl (witness 323) informed me that for some months after going on full time she was so tired when she came home at night that she always had to go to bed straight away. This witness was a particularly healthy and robust young woman.

(c) Medical
evidence.

I applied to Dr Miller, medical officer for factories, for some specific information as to the results to health in the case of the girls in question, and was informed by him that he had not seen any bad results from the change of work.

(d) Appre-
hension of
workers, &c.

On the other hand, in going through mills, I have frequently observed symptoms of fatigue and apparent overstrain in girls who had recently been transferred from half to full time employment. I am inclined to think, with regard to the workers' expression of opinion on this point, and of the employment of children, that as much must be discounted from its accuracy as to its injurious effects owing to their obvious apprehensions as to anything being done which would limit their wage-earning opportunities. Poverty makes the wage question the absolutely first consideration with the majority.

11. *Employment of Married Women.*

(a) Con-
ditions of
married women
employed.

The general evidence collected in the course of my inquiry into the textile industries of the northern districts points to the conclusion that a larger percentage of married women may be employed there than in the textile industries of the west of Scotland.

(b) Possible
extension
of hours
percentage of
married women
employed.

Two features in the former may combine to this result—

1st. The employment of child labour in the girls spinning mills.

2nd. The opportunity afforded in the preparing departments of the jute industry for the employment of unskilled and casual labour, thereby attracting married women in exceptional circumstances.

In support of the first conclusion, I was informed by the school board officer for Dundee that large numbers of widows and married women with improvident husbands devoted to this centre in order to find employment for their children under the half-time system, the number of children employed at Dundee during the year 1890-91 being 3,299.

With regard to the second conclusion, I have observed, in going through the mills, that the majority of the women employed in the preparing departments were older and apparently in less prosperous circumstances than those employed in the weaving or other departments, where a higher degree of skill and more continuity is required. I found also that married women were more frequently to be met with in the preparing department than in any other in the mills. Owing to

time not keeping a record on this point, no exact or extended statement could be obtained as to the number of married women employed, or their distribution in the various branches of the trade, but I have had numerous general statements in support of the above conclusions from managers and others qualified to give an opinion on the matter.

Witness No. 231, who is a tender and has a large experience of the trade, estimated the proportion of married women employed as from 10 per cent to 15 per cent.

In mill No. 177, which is a large and representative one, the following analysis of the conditions of the workers under this head was supplied to me by the firm—

Preparers	97 per cent	married women
Spinners	19 per cent	"
Warps and weaves	33 per cent	"
Weavers	16 per cent	"
Winders	34 per cent	"

This shows the largest percentage in the preparing department, and the manager in this case agreed that this was owing to the work being of such a nature that it could be taken up by the casual worker, who is driven into the mill by the pressure of circumstances.

This firm, and the majority of the others consulted, stated they did as much as possible to discourage the employment of married women, but in many cases within their knowledge the women were forced into the mill at the instance of idle and worthless husbands, who preferred to live on the earnings of their wives.

In several of the country centres of the northern district, as for instance, in *Montrose* and *Kirkcaldy*, I was informed by employers and workers that the percentage of married women employed was much larger during the winter than during the summer months. This was attributed to the fact that the only extensive employment for men was that of labourers, and as these were necessarily idle during a large part of the winter months, these wives were obliged to seek work in the mills and factories.

12. *Method of supplying Water for Drinking.*

I find that in a number of the mills in the northern district a method of supplying water for drinking prevails which is greatly objected to by the workers. The system is to provide on every flat one or more patches, to which is attached a tube that is used as the general mouthpiece by all the workers in common. Many complaints have been made to me both through the press and from the workers directly regarding this system. The women operatives object to it strongly, not only on account of the unsanitaryness, but because, as they assert, disease has often been transmitted by this means.

On directing the attention of the employers to this matter, as I have in some instances been requested to do by the workers, the explanations usually made were that they had no supply of water throughout the mill which would enable them to fit up taps or fountains, or, that they had tried them, and had been obliged to abandon them owing to their being abused by the workers.

On the other hand, in all the works visited where I found these appliances in use (as, for instance, in mills Nos. 70, 92, 175, 177, 183, 189) I have carefully inspected their condition, and have in no instance seen traces of unsanitaryness in their use on the part of the workers, or heard any complaints of such from mill officials, whilst the workers in these mills have frequently expressed their appreciation of this provision for their comfort.

In several cases employers have expressed their readiness to make arrangements for supplying water by taps or fountains in the work rooms, and again they would have done so before had the matter been brought before them.

13. *Wear of Clock Boots, &c.*

It was stated by the deprivation of workers met at *Kirkcaldy*, and by others, that much discomfort frequently arose in mills owing to no accommodation being provided where workers can hang their wraps and outer garments. The witnesses in question stated that in the majority of cases the workers have to leave their shawls and other garments lying about in corners in

The
Facts
Said
of
Women

(a) Sup-
posed to be
strong enough to
stand up to full
time work.

(b) Weak-
ness of
bones.

(c) Medical
evidence.

(d) Appre-
hension of
workers, &c.

(e) Con-
ditions of
married women
employed.

(f) Possible
extension
of hours
percentage of
married women
employed.

(g) Sup-
posed to be
strong enough to
stand up to full
time work.

(h) Weak-
ness of
bones.

(i) Medical
evidence.

(j) Appre-
hension of
workers, &c.

(k) Con-
ditions of
married women
employed.

(l) Possible
extension
of hours
percentage of
married women
employed.

(m) Sup-
posed to be
strong enough to
stand up to full
time work.

(n) Weak-
ness of
bones.

(o) Medical
evidence.

(p) Appre-
hension of
workers, &c.

(q) Con-
ditions of
married women
employed.

(r) Possible
extension
of hours
percentage of
married women
employed.

(s) Sup-
posed to be
strong enough to
stand up to full
time work.

(t) Weak-
ness of
bones.

(u) Medical
evidence.

(v) Appre-
hension of
workers, &c.

(w) Con-
ditions of
married women
employed.

(x) Possible
extension
of hours
percentage of
married women
employed.

(y) Sup-
posed to be
strong enough to
stand up to full
time work.

(z) Weak-
ness of
bones.

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the
United
States

the data where they work. In wet weather special discomfort and risk to health is incurred, as the clothes, which have been taken off wet, have to be put on in the same condition, and as the workers are fatigued and frequently overworked on leaving their work they are very liable to suffer from colds, &c.

From what I have seen on my visits to mills and factories, I am strongly of opinion that it would conduce most substantially to the comfort and health of the workers if in every case some sitting room, either in the form of a dining room or cloak room, were provided for the women. In many instances ample provision is made, more particularly in the former respect, but there are numerous works where, although other sanitary arrangements are attended to, there is absolutely no provision, beyond that of the lodge, where workers can be accommodated in case of sickness or accident. Where large bodies of women are employed, this necessarily gives rise to inconvenience and hardship.

(1) Need
of
having
a
separate
lodge
for
women
workers

In connection with this point it was represented to me by witness No. 343, who is a married woman, and who has had a large experience as an operative in textile factories, that it is most desirable that a woman attendant should be kept at the lodge in all mills where there are a number of employees. Witness No. 343 stated that in many cases of sickness concerning workers which had come under her notice, it would have been an irremediable advantage could they have had the help of an attendant of their own sex. Witness argued that it should be made compulsory on all employers of a certain number of female workers to provide such an attendant.

14. Medical Inspection of Factories.

(2) Seem-
ing
to
be
the
only
method
of
inspection

Dr. Miller, medical officer for factories in the Dundee district, who has had a very extensive experience among the workers in the textile industries, suggests as highly desirable that a medical man should be required to visit factories periodically and inspect the workers, and more particularly the children, while they are actually employed. Dr. Miller pointed out that the fact of a child's being "passed" by the doctor for admission to the works could not be taken as a guarantee for continuance of health under the conditions of its employment, and that, in his opinion, every place should be visited not less than once in three months by a doctor who should have full access to all parts of the factory during working hours, in order to study himself regarding the conditions of

work imposed, and their effects on the health of the operatives.

15. Sanitation of Factories.

I find the defects which exist in the sanitary arrangements in the factories of the northern district of Scotland to be very similar to those already fully described in previous reports of my inquiry in the western district. These may be classed under the following headings:—

1. Defective flushing and ventilation of lavatories.
2. Publicity, or otherwise objectionable situation of lavatories.
3. Defective ventilation of work rooms.
4. Absence of exhaustors or other appliances for keeping down the dust in the preparing departments of wool and jute mills.
5. Inadequate method for supplying water for drinking purposes.
6. Want of accommodation for hanging up or drying workers' clothes.

Details as to sanitation in the works visited are to be found in the tables on pp. 389 to 393 and 397 to 410.

16. Sanitary Inspection of Factories.

With regard to the prevalence of sanitary defects and their consequences, I find the reasons usually assigned for this by the workers in the insufficient number of inspectors appointed to carry out the provisions of the Act.

I find, too, there is, as a rule, much vagueness in the minds of the workers as to when, and in what form, complaints from them should be lodged. This difficulty would probably be greatly mitigated were local officers in connection with the inspection established in the more important industrial areas, to which workers could go for information or with grievances. They would have much less difficulty in approaching the inspector on matters requiring his attention if he could be met at an office rather than at his private residence.

On inquiry, I was informed by the Inspector of factories of the northern district, that since the transfer of the sanitary department from the Inspector of factories to the local sanitary authorities, only two complaints had been received from the northern district regarding sanitation.

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Defects
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(a) San-
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(b) Local
offices
in
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pection

(c) Com-
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TABLE showing Wages and General Conditions of Work in the Jute and Linen Industries of the Northern District of Scotland.

Index No. of Firm	Industry	Wages	No. of Female Workers	Sanitation	Special Features	General Remarks, Sanitation, &c.
27	Flax spinning	Peppers, 1s. 3d. to 1s. 6d. Spence, 1s. 1d. to 1s. 4d. Woolman, 1s. 1d. to 1s. 4d. Spence, 1s. 1d. to 1s. 4d. Woolman, 1s. 1d. to 1s. 4d. Spence, 1s. 1d. to 1s. 4d.	200	Lavatories deficient in ventilation.	24 p.c. of female workers have no dust very bad in preparing department.	Class B Factory, Act in operation. Fine building.
28	Flax spinning	Peppers, 1s. 3d. to 1s. 6d. Spence, 1s. 1d. to 1s. 4d. Woolman, 1s. 1d. to 1s. 4d.	200	No proper outlet for effluents from the effluent supply of water in the flax spinning work rooms. Ventilation by windows opening opposite each other.	-	Workers scarce in winter owing to much sickness of mill and lack of railway facilities.
29	Jute	Woolman, 1s. 3d. to 1s. 6d. Spence, 1s. 1d. to 1s. 4d. Peppers, 1s. 1d. to 1s. 4d. Woolman, 1s. 1d. to 1s. 4d.	200	Old building but well light. Lavatories in accommodation satisfactory.	Let with electric light. Sewing, classes and social arrangements in common with male. Payment of 1d. per week paid to some workers for full week.	No dust. Class B Factory, Act in operation. The plant takes great interest in the workers.
31	Jute	Spence, 1s. 1d. to 1s. 4d. (Quoted) 1s. 1d. to 1s. 4d. Peppers, 1s. 1d. to 1s. 4d. Woolman, 1s. 1d. to 1s. 4d. Spence, 1s. 1d. to 1s. 4d. Woolman, 1s. 1d. to 1s. 4d. Peppers, 1s. 1d. to 1s. 4d. Woolman, 1s. 1d. to 1s. 4d. Spence, 1s. 1d. to 1s. 4d.	200	Lavatories supplied with automatic flushing appliances without light every hour. Ventilation by windows.	No bathhouse provided. Free dispensary of child labor. Payment of 1d. per week paid to some workers for full week.	-

TABLE showing Wages and General Conditions of Work in the JUTE and LASEN INDUSTRIES of the NORTHERN DISTRICT of SCOTLAND—continued.

The
Employer
or Workman.

Index No. of Form.	Industry.	Where.	No. of Firms Visited.	Sanitation.	Special Features.	General Remarks, Observations, &c.
22	Jute	Workmen, 17 to 22, the old (unroofed) house Spinning, 10 to 11, the old (unroofed) house Weaving, 10 to 11, the old (unroofed) house Weavers, 10 to 11, the old (unroofed) house Weavers, 10 to 11, the old (unroofed) house	208	Ventilation by the chimneys and. Lavo- ratory, strong and supplied with light and apparatus, but ventilation also made through open glass in doors. Venture object to public attention.	Sanitary through ob- jects to Sanitary system, and will not employ children, as he considers it bad for them to be con- fined in a mill.	Close to Factory Act operates satisfac- torily.
23	Jute	Workmen (single and double) 10 to 12 to 14 to 16 Weavers (single and double) 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16	410	Excellent latrine and sanitation by the chimneys. Generally arrangements very good.	New weaving shed situated low, by the road. Excellent latrine. Washing tubs and a small shower placed at the entrance along the shed. Very good dressing rooms pro- vided.	Close to Factory Act. Particular as to rules entered on weaver's tickets. No dust.
25	Jute	Spinning, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16	110	Old mill. Shade very close, low in the roof and, over- crowded. Dust very bad in preparing dis- counters. Effluvia from latrines.	Workers with tanks for drinking water.	No latrines and adult workers very uncom- fortable in appearance.
26	Flax	Spinning, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16	40	Latrines with ad- vanced flushing ap- paratus, but ven- tilating into work rooms.	Dust very bad in pre- paring department. Some cylinders in one in every one room. Good dressing rooms. None for latrine good. Hot and cold water supplied. Dresses, consisting of large basin of soap and water at hand, supplied to workers for use. Workers with tanks for drink- ing water.	No dust. Stated by manager that pre- paring department is situated in an already clean of workers.
103	Jute	Spinning, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16	200	New mill. Sanitation very satisfactory.	Dust disagreeable in preparing depart- ment. Dust in trucks is bad.	No dust.
104	Flax	Spinning, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16	200	Old mill. Rooms low in ceiling and very close. Latrines with independent carriage for ventila- tion.	Dust very bad in pre- paring department.	Part of latrine exposed as workers' latrine.
105	Linen	Spinning, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16	200	Large, clean, well ventilated weaving shed. Satisfactory sanitary arrange- ments.	Disposal water sup- plied in pails with tanks.	Flax not apparently inadequate of work- men.
106	Jute	Twisting, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers (single and double) 10 to 12 to 14 to 16 Weavers (double and single) 10 to 12 to 14 to 16 Weavers (single and double) 10 to 12 to 14 to 16 Weavers (double and single) 10 to 12 to 14 to 16	Over 400	Ventilation by large chimneys and sheds. Latrines spaced from work- rooms, situated by road. Satisfactory. Good. Hygienic, and supplied with all requisites for thorough ventila- tion and flushing. In preparing depart- ment. Latrines somewhat defective in construction. Satisfactory flushing apparatus works only once in two days.	Excellent dressing rooms provided for workers in weaving department. Shed with annex, built beneath, and used throughout.	Workers having com- plaints of disease employed latrines in preparing depart- ment, the dust was mentioned to the employer, who made a ready pro- vision to remedy the defect.
107	Jute	Spinning, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers (single and double) 10 to 12 to 14 to 16 Weavers (double and single) 10 to 12 to 14 to 16	200	Weaving sheds very close and over- crowded with ma- chinery. Ventila- tion by the windows but not sufficient. Latrines primitive as to ventilation.	Disposal water sup- plied in pails with tanks. No latrines employ- ed, more likely of opinion that these are more trouble- some than they are "worth."	Complaints regard- ing sanitary habits of workers in preparing depart- ment, this due to attention of mill as a poor locality. Close to Factory Act in operation, rules being posted in mill. No dust.
271	Jute	Spinning, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers (single and double) 10 to 12 to 14 to 16 Weavers (double and single) 10 to 12 to 14 to 16	200	Fairly clean and well ventilated. Latrines satisfactory in ventilation, but pro- vided with flushing apparatus.	No latrines em- ployed. Firm con- siders latrine system bad for the worker, and not profitable to the employer.	Close to Factory Act operates satisfac- torily. No dust.
272	Jute	Spinning, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers, 10 to 12 to 14 to 16 Weavers (single and double) 10 to 12 to 14 to 16 Weavers (double and single) 10 to 12 to 14 to 16	200	Ventilation by the chimneys and sheds, but some of the sheds very close. Latrines with satisfactory flushing, but no independent carriage with flush- ing apparatus. Several with pans of their own kind and ventilation into work rooms works in compliance of this.	Close to Factory Act operates satisfac- torily. Rules posted in works. Flax sanitary standard and early enforced.	

TABLES SHOWING WAGES AND GENERAL CONDITIONS OF WORK IN THE JUTE AND LINEN INDUSTRIES OF THE NORTHERN DISTRICT OF SCOTLAND—continued.

THE LAWYER- MAY or WOMEN

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TABLE showing Wages and General Conditions of Work in the JUTE AND LINEN INDUSTRIES of the NORTHERN DISTRICT of SCOTLAND—continued.

Index No. of Shop.	Industry.	Wages.	No. of Female Workers.	Hand-loom.	Special Features.	General Remarks, Suggestions, &c.
70	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	200	Old beehive-shaped looms in good order. Machinery standing in one room, and under throughout build up.	Lit with electric light.	Employment fairly good during the season. During season and about average in connection with work. Country air, workers very healthy looking. No East Coast 24 Hourly Act in operation.
71	Jute.	Boys, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	About 200	Feeding by the looms. Machinery in good order.	Drinking water supplied in pails with tubes strung at intervals throughout.	Workers have been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
72	Jute.	Womans (single), 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	200	Rooms overcrowded with machinery, dark and badly ventilated. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
73	Jute.	Boys, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	—	Rooms close in winter, but supplied with skylights. The ventilation (improved) is improved by workers, but two additional skylights have been added. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
74	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
75	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
76	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
77	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
78	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
79	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
80	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
81	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
82	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
83	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.
84	Jute.	Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d. Womans, 11s. 6d. to 12s. 6d. Men, 12s. 6d. to 13s. 6d.	100	Ventilation in roof and supplied in higher. Looms in good order. Machinery very satisfactory. Improved ventilation by workers, but new ones are in course of construction.	Drinking water supplied in pails with tubes.	Employment has been in the hotel of people 10, per month to receive for cleaning services. At this period, several children of workers in the district are in the hospital, who stated it was due to the fact that the workers had been in the hospital.

APPENDIX A.

STATEMENT of Evidence regarding Hours worked by Wages paid to, and General Conditions of Work of Female Shop Assistants in Scotland, submitted to Miss Irwin, Assistant Commissioner, by Mr Alexander Pollock, General Secretary of the Scottish Shopkeepers and Assistants' Union.

It is impossible to give an accurate, definite statement on this point, I can only give my opinion, and the basis upon which I form it.

Taking Glasgow, with which I am most conversant, and in which there are shops by Mr Henry, the city women, to be 16,639 shops, for a home I arrive at the number in this respect. Deduct 3,000 shops for small shops managed by working men's wives and families, and for tradesmen's shops (such as plumbers, painters, &c.) another 1,000, leaves 12,639 shops in which assistants are employed.

The following is the classification of "shops" as considered:—

Bakers.	Grocers.
Bookellers.	Hair dressers.
Bootmakers.	Hatters and hatters.
China dealers.	Ironmongers.
Clothing.	Jewellers and watch-makers.
Confectioners.	Milliners.
Confectioners and ice cream.	Music sellers.
Drapers.	Newsgate and stationers.
Druggists.	Restaurants.
Fishmongers.	Tobaccoists.
Fancy goods.	Public-houses and refreshment bars at stations.
Fruiters.	
Fruiters.	

In each of these classes of shops females are employed in a greater or less extent.

(b) Class of shops employing women.

(a) Number of Female Shop Assistants employed.

The trades in which they may be said to be almost exclusively employed are:—

Bakers.
China dealers.
Confectioners and ice cream shops.
Dairies.
Fancy goods.
Fruit-cries.

Trades in which they are employed in about equal number with men are:—

Book-shops.
Bookbinders.
Flourists.

In drapers' shops they form on an average about a fourth of the staff.

The trades in which they are rarely employed are:—

Clothing.
Druggists.
Furniture.
Fishers.
Grocers.
Hair dressers.
Ironmongers (unless where lighter and what may be called fancy goods are also kept, but I include such under fancy goods).

Jewellers.
Music sellers.
Public-houses.

To obtain the number of shops, I calculate from a year's return, only partially completed, of Glasgow, and suburbs, and in view of the latter including suburbs not included in Mr. Henry's statement, I add (say) 1,500, deducting 1,000 for retail shops and tradesmen's shops. The following table shows the number of female shop assistants.

I estimate to be employed:—

	Number of shops	Gross trade in the year	Gross value
Bakers	576	500	100
Bookbinders (say one sixth of say)	10	—	30
Book-shops	560	600	600
Booksellers' sale rooms	110	—	90
China shops	12	75	30
Clothes	400	30	—
Confectioners	1,100	100	300
Dairies	1,210	500	1,500
Drapers	1,100	1,000	1,000
Druggists	600	—	50
Furniture	180	—	40
Fancy goods	1,000	500	800
Fishers	1,200	—	100
Fruit-cries	210	100	100
Grocers	5,000	—	100
Hairdressers	400	—	20
Ironmongers and builders	200	750	100
Ironmongers	100	—	—
Jewellers and watchmakers	120	—	10
Milliners	500	500	50
Music sellers	10	—	10
Newspapers and stationers (retail, outside of city)	21	40	50
Restaurants	800	500	1,000
Tobaccoists (in districts where retail is not heavy goods)	50	—	50
Public-houses	1,000	—	50
Station and telegraph	6	—	50
	35,210	5,200	10,000

Approximate total number of female shop assistants in Glasgow (say) 15,000.

Glasgow having a much larger number of shops in proportion to its population than any other city in Scotland, and larger shops, being a central mart, it would not be a fair approximation to conclude that the number of female shop assistants in the rest of Scotland was in the exact proportion of Glasgow.

But it is also the case that in the smaller towns certain (almost all) classes of shops, female, are somewhat more frequently employed than in the larger towns, while also more incipiently than in large towns the women who keep the shops are the proprietors.

Bearing in mind these facts the number of female shop assistants in Scotland may be approximated at 40,000; and the number of female shopkeepers and shop assistants at 60,000.

I make allowance in the foregoing estimate for the fact that in such classes as booksellers' sale rooms, confectioners (which include in numerous cases fruiterers' businesses as well), dairies, fancy goods (which include the shops that sell all sorts of miscellaneous goods, and are sometimes called "housewives' shops"), fruiters (entered as such), the shops are often kept by the owner, who is a widow, perhaps, or the wife of a working man who adds to the income by means of the shop. I think the estimate is a fair one and not overstated, although, of course, it is difficult and unsatisfactory to have to rely on one's observation, however careful and considerate that may be.

With regard to the approximate statement of the hours worked in all classes of shops. This refers to cities especially, but with regard to confectioners and fruiterers, tobaccoists, and restaurants, the hours are nearly as long in every town of (say) 10,000 inhabitants and upwards. In those towns, however, the times are not so good. There is more liberty, and it is not considered wrong for the assistants to stand at the door for a short period, now and again, in choice of shops in which the assistant would not take that liberty in large towns where business is more constant. In towns where the public-houses close at 10 o'clock, the effect is not to close the other shops earlier than keep open till the same hour in cities.

Butchers and confectioners, tobaccoists, and restaurants keep open later than public-houses in many instances. With regard to confectioners it is a most notorious and very regrettable fact, that under the name of "ice cream saloons," owned mostly by Bohemians, they are the worst cases along with restaurants of long hours. They are open on Sundays as well, and a case was recently anticipated in one of the districts of our town, in which a girl just under 14 worked in seven days 110 hours. The wage paid to the girl was 1d. How many of such cases there are it is not possible to ascertain, unless through a properly authorized inspector, as the assistants are inclined to be reticent from fear of losing their situation, but it is known that there are a number working upwards of 90 hours per week.

It is only fair to say that in some of the cases of confectioners, although not in all cases, a half day is allowed off occasionally, while in the case of restaurants an early night is allowed per week (as is shown). But in certain seasons—the winter season—(from October to April), the night off cannot be depended upon. If a special supper party is on the books for that night, the girl must forgo her evening off.

With regard to most of the other cases, it may be said that there is an understanding that the assistant can have a night off when she wants it, but there is an objection to this that it cannot be depended upon, and in my opinion is not entitled to be reckoned as a deduction of the week. From having had experience of the method, and from the experience of others, it is an ample quantity, and the thought of and the hardship of having to stick for the time "when you want it," as it is not being to one, and the result, destroys its value.

Message girls, and girls under 16, are paid from 2s to 6s per week. The girls are usually sent to work at 13 years of age. Some, who are not employed by 4s per week, are sent out with no other means of support than their own, who are paid at the rate of 2s per day for the same work. These men, who are of the lowest class, work only from 9 to 5 (nine hours).

The number of male or female.

(a) Number employed in Glasgow and suburbs.

(b) Hours worked.

(c) Type of work.

(d) Wage paid.

STATEMENT OF WAGES PAID TO SHOE ASSISTANTS

Trade.	Minimum Rate and Work. Age 18 to 20.	Apprentices or Pupils. Age 12 to 18.		Assistants considered Qualified. Age from 20 years &c.				Managers or Charge Hands.
		Male.	Female.	Male.	Female.	General Average †		
						Male.	Female.	
Bakers	3s. to 4s.	—	1s. to 10s.	—	10s. to 15s.	—	10s.	10s. to 15s.
Breadstuffers	—	6s. to 8s.	4s. to 10s.	10s. to 15s.	6s. to 10s.	10s.	—	—
Boot shops	—	—	—	10s. to 15s.	8s. to 12s.	—	10s.	Mrs. 10s. up, women, 10s. to 15s.
Chaussure makers	—	—	—	A few only in boot shops	—	—	—	Mrs. 10s. up, women, 10s. to 15s.
Clashers	—	8s. to 10s.	—	10s. to 15s.	—	10s.	—	10s. up.
Confectioners	—	—	1s. to 10s.	—	6s. to 10s.	—	10s.	—
Dressers	Employed only part time, 11 ad to 12 ad	As domestic, 8s. to 10s.	Mainly as do women, 4s. to 10s.	10s. to 15s.	As domestic, 10s. to 15s.	10s. a week, no board	10s.	Board, 10s. a month
Drapers	8s. to 10s.	8s. to 12s.	4s. to 10s.	10s. to 15s.	8s. to 12s.	10s.	10s.	—
Druggists	Very few are employed	—	A few only employed.	Unemployed by custom. 10s. to 15s.	A few only employed.	—	—	Very much, not often less than 10s. for men. 10 passed examinations, 10s. for per week up.
Fabric makers	2s. to 4s.	4s. to 11s.	4s. to 10s.	10s. to 15s.	8s. to 12s.	10s.	—	10s.
Fancy goods	—	8s. to 12s.	—	10s. to 15s.	8s. to 12s.	10s.	10s.	10s. up.
Fashions or hatmakers	—	8s. to 12s.	—	10s. to 15s.	A few only, 10s.	10s.	—	—
Furriers	—	—	6s. to 10s.	—	6s. to 10s.	—	10s.	—
Grocers and provision shops	—	6s. to 12s.	—	10s. to 15s.	—	10s.	—	10s. up to 15s.
Hair dressers	—	6s. to 10s.	As confectioners, 8s. to 10s.	10s. to 15s.	—	10s.	—	10s. to 15s.
Hatters and hatters	8s. to 10s.	6s. to 12s.	6s. to 10s.	—	8s. to 12s.	10s. ad.	—	10s. and up to 15s.
Leather goods	—	—	—	10s. to 15s.	—	—	—	Very few 10s.
Jewellers and watch makers	Mainly part time.	Leather goods	—	Travellers' women.	—	—	—	Very Well paid
Milkmen	2s. to 4s.	—	On completion of apprenticeship, 6s. to 10s.	—	6s. to 10s.	—	10s.	10s. up to 15s. in best workmen.
Manicurers	—	6s. to 10s.	6s. to 10s.	10s. to 15s.	6s. to 10s.	10s.	—	Most employees.
Newsagents	Employed only part time	6s. to 10s.	—	10s. to 15s.	—	—	10s.	—
Restaurants (western)	—	—	With food, 4s. to 10s.	—	With food, 6s. to 10s.	—	With food, 10s.	—
Stationers	2s. to 4s.	10s. to 15s.	4s. to 10s.	10s. to 15s.	6s. to 10s.	10s. ad.	—	—
Tobaccoists	—	—	10s. to 15s.	10s. to 15s.	8s. to 12s.	10s.	—	10s. to 15s.
Wine and spirit trade	—	10s. to 15s.	10s. to 15s.	10s. to 15s.	10s. to 15s.	10s.	—	According to size of shop, 10s. up to 15s., a few earn 20s.

* By best shops, young help as salesmen are none. The salesmen are either drawn from wholesale purchasers or are journeyman themselves.

† The "General Average" is a statement of the wages received by the majority employed above the age named.

(A) Men.
and girls.

A hardship to the message girls in their being sent messages after the shop closes, and it is a common occurrence, which anyone will have noticed, to meet them in dark streets on its suburban roads, delivering goods after 9 o'clock on week nights, and after 11 on Saturdays. The Factory and Workshop Act prevents drapers and milliners and dressmakers from working their dressmakers or milliners on the premises after hours, but the Act is evaded by sending alterations on to a jobbing dressmaker or milliner (though it happens oftenest with dresses and mantles) and the girl goes the shop calls for it when finished. The drapers are aware, of course, not to lose a sale, and customers do not care how a thing is done, so long as their con-

venience is met. If customers did not put off buying a costume, or mantle, or bonnet, till they are in the position of "requiring" it at once, the temptations to evade the Act would be done away with.

In the case of restaurants there is a special grievance in the fact that the girls are not allowed out for meals. The smell of cooking, or, in the case of tea and pastry shops, the mere heat and fumes of shops that are constantly prevalent, not mentioning and most injurious.

It does not appear, however, that any deduction is made for meals, the cost of having to stay in is considered, presumably, as a set-off.

(A) Men.
and girls.

The following is an approximate table of the wages paid in the various classes of shops —

	Girls above 16	Young Men
Bakers	4s. 6d. to 12s.	12s. to 32
Breadstuffs	4s. to 12s.	—
Butt shops	4s. to 12s.	12s. to 24
Butcher's wife rooms	4s. to 8s.	—
Cheese shops	4s. to 12s.	12s. to 24
Confectioners	4s. to 12s.	—
Domestically employed (per annum)	42 to 115.	—
Druggists	4s. to 12s.	Very low: the per week in 12s. per month
Druggists (a few only employed)	4s. to 12s.	—
Fishmongers	4s. to 12s.	—
Fancy goods	4s. to 12s.	A few only 32s. to 42
Fashions	Average 12s.	—
Fruiters	5s. to 12s.	—
Grocers (on commission department)	4s. to 12s.	—
Hairdressers, to each district	4s. to 12s.	—
Hatters and hatters	1s. to 12s.	—
Ironmongers	—	—
Jewellers and watchmakers	A few only average 12s.	—
Milkmen (supplying upper class)	4s. to 12s.	In large places 12s. to 24.
Meat sellers	4s. to 12s.	—
Newspapers and stationers	4s. to 12s.	—
Restaurants	With food, 4s. to 12s.	24s. to 42
Telegraphists	4s. to 12s.	—
Public houses, as barmaids	12s. to 24s.	—
Station to first-class room	12s. to 15.	—

I give the table of sales girls or assistants above 16, as that is about the average age at which a girl is entered enough looking to be called a "sales girl"; in the case of hairdressers, the girls are employed, of course, as cash clerks, and have usually fancy toilet requisites to sell besides. As stated, the druggists' assistants are mostly domestics. A number of "druggists," mostly under 14, are employed also in druggies, right and wrong, for which they are paid 1s. to 2s. 6d. a week.

The girls employed by druggists are not qualified dispensers, and are employed by druggists in their dispensaries for which they (the druggists) are nominally responsible. These girls, however, are not the only unqualified dispensers, as it is affirmed by druggists that not one half of the druggists' assistants who dispense have passed even the "minor" examination required by the Pharmacy Act.

Druggists' saleswomen have the best prospects as regard wages. A system of premiums obtains in the druggie trade which adds to the salary, and in the druggie trade, if a girl shows herself smart, and wishes to know the goods she sells, she may attain a salary of about 11. a week. "Change hands" are paid according to the department in which they are. The best paid are the millinery and the haberdashery.

The premium takes the form of a commission on goods sold. In some places it is a small premium, or, in trade parlance, a "split" on certain articles, and on others on the amount of sales.

It may be considered as a form of profit-sharing. It is adopted because it is the means of causing the saleswoman to take a livelier interest in their work, and in attending to customers.

Probably the commission on amount of sales is most likely to benefit all concerned, from the producer to the consumer. The seller will endeavour, of course, to sell the best or higher priced articles.

Briefly summarised, these are the unsatisfactory shopkeepers to keep an agreement to close, the tendency of girls to prefer shop work, which is considered more "respectable" than domestic or factory work,

the fact of many girls going out to work to earn, not a living, but pocket money, or sufficient to keep themselves in dress, and the fact that the supply is more than the requirements. In the conducting of the employment bureau at the union I have found that domestic servants, nurses, and even governesses, prefer employment in a shop at a small salary rather than domestic service, where they could get less and lodging houses almost equal wages.

Ironically I try to dissuade them from pursuing their intention, but not always with success. I like to see with girls who have not reached the age of 20 who may apply to "get into a shop."

The principal reason given by servants who apply for situations in shops is that they want to get some time to themselves. In such cases it would be impossible to get them situated unless in long-hour shops. But even that fact does not deter them from persisting in their efforts to get into shops.

As early closing Act, so as to enable local authorities to compel the majority to close at the hour desired by the majority.

The Shop Hours Act 1892, is a 10-enactment, simply with the addition of inspectors, who "may be appointed by the town or county council," of the Shop Hours Act, 1886, which limited the hours of young persons under 18 to 74 hours a week, including meal hours.

The defects of the Act are, first, the limit is too long. It should not be more than 56 hours, including meal hours. Second, it ought to provide for a certain length of day. Third, in the case of waterproof warehouses and other classes of goods, ventilation is a most important matter, and in many shops the heat of the gas makes the atmosphere very unhealthy. The introduction of electric light, which may be expected to take place in cities, will relieve this.

It ought to provide for sanitary inspection of shops. Fourth, it ought to stipulate for female inspectors to carry it out in certain classes of shops. Fifth, it ought to stipulate that no hour should be allowed to go out for meals, and also the employer for neglecting to provide for relieving girls at the proper hour for meals. Sixth, it should be amended to include women, and the restriction of hours per week should be made to apply to men, but with certain arrangements for working on special occasions longer on day notice being given to the inspectors in their case. But I think the Act is not likely to be carried out by county councils and many large councils, as is only to let men stand to them, by the union in August, we are only now getting replies to some of them, that "the master will be consulted," while a number of replies have been received, that "the council do not consider it necessary to appoint a 'murderer'."

The whole country should be under some inspector whose address would be known, even in small towns, where violations of the Act, although not numerous, are sure to take place. For instance, in the summer season at holiday resorts, the Act will be violated in numerous cases.

I am afraid the inclusion of women alone in the Bill would have the effect of throwing them out of employment, as I have already said, I think the Act should be amended to include men.

Hours that would or should be obtainable by the force of legislation proposed (see index of hours). In the case of shops that would not adopt the local option early closing Bill, I suggest a shorter day to make up for the irregularity of obtaining leisure, which would be taken alternately, in the morning one day, and evening the next. I think the plan would be better than allowing the assistants as early and a late week alternately, and I am convinced of it for the following reasons:—It would give the assistants a reliable and regular time for leisure, of which they would arrange to make the best use. Leisure in the evening is most preferred, but, seeing that in these cases I am speaking of, it is impossible for them to have more than two nights and three in the week alternately, I think my plan would be the best for health and other reasons. Thus, a girl or lad would be able to take full advantage of the various classes of other means of improvement, because, in cities, these classes are held on all evenings in the week except Saturday, and if the assistants had the Monday and Wednesday, or the Tuesday and Thursday nights, they would find classes that would meet on these nights in another district of the city or not in their own. The extra night, Friday, could be taken alternately.

The
factory
work
or
women
—
(a) Causes
of low
wages.

(a) Hours
worked or
proposed
for improve-
ment in
working
hours.

(b) Defects
of the Act

(c) Inspe-
ctors of
shops.

(d) Inclusion
of women
only in
legislation
for improve-
ment of
hours.

(e) Hours
obtainable
and means
and means

The
factory
work
or
women
—
(a) Causes
of low
wages.

(a) Causes
of low
wages.

(a) Causes
of low
wages.

THE
BRIEF
MENT
OF
WAGES.

THE
BRIEF
MENT
OF
WAGES.

I believe the plan would be found more agreeable to employers than the other mentioned.

The provision of seats for Assistants is a most desirable thing, and, as a matter of fact, is most required in large shops, many of which do not come under the Shop Hours' Act.

Medical testimony is strong upon this point, and we have received written and verbal re-statement of the fact from prominent medical men. I am not quite clear that it would be practicable to insist upon seats being provided behind counters or at the side of the assistant, because in a number of places sales girls are employed (I am thinking of drapers) in selling what are called the fancies, such as gloves, and in various cases, I believe that the introduction of seats would mean serious loss by causing the removal or curtailment of some departments from the best business part of the warehouse, and the consequent loss of employment by the girls. I would suggest rather a retiring-room. If a retiring-room was provided in all cases in shops (and that should be a provision in every shop, however small), the assistants, in the case of large warehouses, could take turns in resting. A lodging behind the counter to lounge down and lean on might also be found practicable, but the difficulty is to provide one that will be of real benefit and yet not be in the way. For large warehouses where there are large staffs, I think the employers would favour a retiring-room which could be communicated with by an electric bell to summon the assistant if required.

I think it would not be a difficulty that customers had to wait until assistants were summoned from the retiring-room. I think that the cases of requiring to rest are not so great if the stretch between the hours of beginning and the meal hours are not too long. I would advocate a short interval for tea to such warehouses in the afternoon. This would give a break in the times which would exist in the arrangements of a mere hours (not working hours) day.

The sanitary arrangements are bad in many shops. In most of the larger warehouses they are, I believe, good. From the nature of the subject, I cannot, of course, speak from any extensive range of inspection.

I am aware that in many shops there is no water-closet accommodation. In shops employing one to five assistants, and even more, this is the case, and there are cases where men and one or two girls are employed where there is only one closet.

That a girl should be confined to a closet out of which she dare not move for eight or ten hours at a stretch without any retiring accommodation is inhuman.

In hundreds of cases in Glasgow, for instance, the nearest closet is one common to several shopkeepers, and often it is without water, owing to the shopkeepers, who are amused for it, repudiating using it, and so the water supply is cut off.

I have refrained in stating the cause of low wages the difficulty of making them better. I regret that shopkeepers, from their apathy in combination, have not taken steps to set up a standard for assistants, with a salary recognised for such standard. It is a popular idea that a shop is "easily learned," and therefore girls who do not feel equal to learning anything, think they will learn this "nothing," as they regard shopkeeping. They regard it as respectable, and accept a small salary in the hope that it will not be for long. Marriage is their ultimate and not feasible hope. Perhaps if domestic

servants were allowed to go home, a large number of those who now go to shopkeeping, would take to domestic service instead. This would perhaps not be an unusual means to domestic servants. But the fact remains that their wages are high, and that good servants are stated to be difficult to get.

If young women and girls who have to earn their living could but see that all work is respectable, I would hope that the plethora of shop girls would cease. The amendment of the Shop Hours Act, I have suggested might have the effect of raising their wages, but I do not think it would do much in that direction. They too often take the place of men at smaller pay, and in my opinion the effect will react against themselves in later years. If they see the means of raising wages, they affect their own prospects of future improvement, whether they are inserted or not. For the low wages which they enable employers to offer, and male assistants to accept, prevent male assistants who are prudent from entering and so reduce the number of female workers. The results are even more far-reaching as the homes and the children of shop assistants receiving 20s. a week, cannot be what they ought to be.

The respectable appearance which a shop assistant has to maintain, makes married life on such a salary a life of systematic starvation, and prevention to keep up a respectable appearance.

The effects of the low wages and long hours of female shop assistants upon their moral and home life, must of necessity be dangerous and opposed to developments of fitness for domestic duties.

If the Commission can evolve some means of gauging the supply and demand of each section of work, and of publishing the same broadcast, with sufficient frequency, and if every section recognise themselves to merit in this, this low wage question will be largely diminished.

A standard of quality in every section of work, and a knowledge of the specialty required in each by a young person choosing what they shall do to earn their living, will do a great deal to solve the labour problem. Many lads and many girls drift along, and are really qualified in nothing.

I would suggest that the census of the kingdom should be taken annually, and that an important feature of the census should be to obtain the number of workers in each branch of work, and state the number unemployed and employed and the wages received.

This would enable any young person to know authoritatively in what branches of work there was room for him or her. And it would prevent overcrowding by any influx from occasional business of trade in any particular centre which might be busy while the trade as a whole was slack. The present arrangement of taking the census is inadequate from the fact that the statistics given on these points are wanting, and, even if they were added, the interval of 10 years is too long. Girls or lads may enter as apprentices in a trade, and complete their apprenticeship and swell the ranks of unemployed, and reduce the wages for a few years before the state of their branch of work is authoritatively known.

It would be advisable, and even necessary under this idea of a labour census, to have a State Labour Bureau in charge of the labour statistics.

(1) Remuneration of assistants.

(2) Time and cause.

(3) Means of improving wages.

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STATEMENT BY DOCTOR SERVICE

The long hours which shop girls work and the conditions under which they do their work are injurious to their constitutions.

Prolonged standing, long hours, and want of proper sanitary accommodation lead to ailments affecting the bladder, bowels, uterus, nervous, vascular (blood), and muscular systems.

These ailments are evidenced by the legs becoming swelled with fluid, varicose veins appearing in the lower extremities, and muscular pains and weakness being felt from the want to the sides of the feet.

The nervous system is seriously injured by the undue strain which is put upon all the organs of the body. Facial neuralgia, spinal neuralgia, and headache are very common complaints.

Anæmia (popularly speaking poverty of blood) will be found in the majority of shopwomen. This arises from the long hours, close confinement, and long intervals between meals, with consequent disturbance of the digestive and assimilative functions.

Again, if we look at the children of women who have worked under the conditions mentioned, the evil effects are, if anything, more pronounced.

Mothers with children from 1 to 10 or 12 years of age frequently come to us wondering why their children are so delicate. Neither of the parents nor any of their forebears are or were delicate, and they cannot see why their children should be. But on inquiry it is found that the mothers worked either in shops, mills, or warehouses under conditions not suitable to sound health, and debility, slight and unnoticed, takes hold of the constitution, and it is only after some years of married life that the mischief shows itself in mother and children, and as an unhealthy tree cannot bring forth healthy fruit, so more and an unhealthy mother bring forth healthy children.

I cannot say that I have specially noted kidney disease. Long troubles are frequently seen. The main complaints that have come before me are anæmia, muscular weakness, nervous prostration, and uterine, stomach, and intestinal disorders.

These complaints, which are very common and most damaging to the system, are interdependent, and traceable to the few causes before mentioned.

ROYAL COMMISSION ON LABOUR.

THE EMPLOYMENT OF WOMEN.

R E P O R T

BY

MISS ORME AND MISS ABRAHAM
(ASSISTANT COMMISSIONERS)

ON THE

CONDITIONS OF WOMEN'S WORK IN
IRELAND.

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THE EMPLOYMENT OF WOMEN.

To GEORGE DRAGE, Esq., Secretary,
Royal Commission to Labour.

SIR, May 1st, 1893.
We have the honour to peruse our joint report
on the conditions of women's work in Ireland.

I.—MANNER OF INQUIRY.

We divided the work geographically, one of us (Miss Ashmun) taking Dublin and the north, and the other (Miss O'Connell) the south. We afterwards compared our notes, and have arranged them under heads of the different industries investigated, giving a separate section to the industries in Donegal. The tables of reference contain detailed information of the places visited.

We have seen 315 witnesses, namely, 223 employees, 97 employers and managers, and 35 persons interested in the industrial position of women in Ireland. We have visited 156 factories, workshops, and central industries in Ireland, and two English depots for the work of Irish women.

II.—SHOP ASSISTANTS.

1. Dublin.

In some of the houses visited the female assistants received lower salaries than the men (e.g., No. 635, one of the largest Belfast houses). In others (e.g., No. 571, a large Dublin draper) no difference is made between men and women. The lowest yearly salary we met with was £10 (with partial board and lodging). The highest was £200 (with board and lodging, paid to the head of a department).

The commissions earned on the sale of damaged goods or on job lots are very uncertain, and are not considered in the above statement. In some cases they are used to amount to 20% per annum (No. 574). In some houses no commissions are allowed, but a bonus is given to the principal hands half-yearly (No. 571). In other houses (e.g., No. 573) no commissions are allowed and no bonus paid, but the assistants receive nothing beyond the fixed salary.

2. An
provisional
shop.

In some cases (e.g., No. 571, 581, 585) no apprentices are taken. The more general custom is to take apprentices for a term varying from 18 months to three years, and to charge a large fee if they live in. In one case (No. 574) £41 is charged for a term of two years. In a few cases no fees are charged, and the apprentices live at home. In many houses apprentices receive some payment after the first year, and they are always supposed to have the same chance as ordinary shop assistants of securing commissions on sales. Sometimes these commissions are entered in a book, and set against fines for impunctuality and mistakes. In the balance, if any, paid at the end of the term. In these cases, the girls affirm that there is seldom found to be any balance at all. In most houses places are found in the shop for apprentices who have served their full time.

3. Fairs.

At No. 571, shop assistants are recommended twice for mistakes, and are then fined 1s. In many shops (e.g., Nos. 572, 579, 582) the fine for a mistake is 6d. At one house (No. 573) the fines for different kinds of mistakes vary from 2d. to 2s. 6d. At No. 575, the fines for speaking and for mistakes vary from 6d. to 2s. 6d. For lateness in the morning 2d. is charged (No. 577). In one shop in Dublin (No. 583) the assistants complain of the unreasonableness and heavy fines. For failing to sell an article, they say the fine is 2s. 6d., with the option of buying it themselves. For speaking to one another the fine is 2d. 6d. This is a house where apprentices have their commissions reserved for payment of fines in the manner already described. The employees (Nos. 1,088, 1,103) refused any information about fines. As a rule, we did not find further fines charged in the drapers' shops in any towns in Ireland, and they are not a subject of general complaint among the shop assistants

The following table gives the hours worked in shops visited, exclusive of meal times:—

TABLE showing the number of hours per week (not including meal times) during which shop assistants are on duty in 26 drapers' shops in the largest towns in Ireland.

Exceeding 35 hours, not exceeding 40 hours	35	30	25	20	15	10	5	None
" 40	" 35	" 30	" 25	" 20	" 15	" 10	" 5	" 0
" 30	" 25	" 20	" 15	" 10	" 5	" 0	" 0	" 0
" 20	" 15	" 10	" 5	" 0	" 0	" 0	" 0	" 0
" 10	" 5	" 0	" 0	" 0	" 0	" 0	" 0	" 0

The worst cases met with are the following. At No. 583, the hours for shop assistants are from 9 a.m. to 8 p.m. on ordinary days, and to 10 p.m. on Saturdays. This includes about 50 minutes on ordinary days, and one hour 20 minutes on Saturdays for meals. The employees (No. 1,068) had tried closing at 7 p.m., but found it was losing the trade, as two shops in the street remained open until the later hour. He considers that a simultaneous movement for early hours would be an advantage to shopkeepers, as gas or electric light would be saved. He favours legislative limitation of shop hours, and suggests 9 a.m. to 7 p.m., and to 4 p.m. on Mondays.

At No. 583, the hours are from 8 a.m. to 8 p.m. on ordinary days, and to 10 p.m. on Saturdays. The assistants state that the meals are uncomfortable, and at no fixed times. Except in slack times they only get 10 or 15 minutes to sit down for a meal. They are frequently kept in through Saturday night "going over stock," and outdoor assistants, some having several miles to walk, leave for home at 1 o'clock on Sunday morning. At No. 584, the hours are from 8 a.m. to 8 p.m. on ordinary days, and to 10 p.m. on Saturdays, but the assistants are free shortly after closing, and the meals are comfortably served. Twenty minutes each are allowed for breakfast and dinner, and 10 minutes for tea. At No. 585, the hours are from 9 a.m. to 8 p.m. on ordinary days, and to 10 p.m. on Saturdays. In busy times the shop may be open till 10 p.m. on ordinary days, and till midnight on Saturdays, but the assistants "make up stock" during the day, and leave directly the shop closes. Plenty of time is allowed for meals. The employer (No. 1,160) would like shorter hours, and thinks legislative limitation would not injure the trade. At No. 587, the hours are from 9 a.m. to 8 p.m. on ordinary days, and to 10 p.m. on Saturdays. In busy times the work continues until 10 p.m. on ordinary days, and 1 a.m. on Sunday mornings. The employer (No. 1,110) has discussed the question of legislative limitation of shop hours with several shopkeepers, and they agree with him as not objecting to it. He cannot shorten his hours while other shops remain open. The meals in this shop are breakfast, dinner, and tea. Supper is not had, but assistants can have bread and butter. At No. 588, the hours are from 9.30 a.m. to 8 p.m. on ordinary days, and from 9 a.m. to 10 p.m. on Saturdays. Breakfast is at 8.45 a.m., dinner at 2 p.m., tea at 5 p.m., and supper at 9 p.m. This makes a deduction of about 40 minutes on ordinary days, and an hour and a quarter on Saturdays, leaving 60½ hours per week.

Although there is no general rule of early closing in Ireland, many of the better class shops close at 5 p.m. on Sunday or Monday, and in these the assistants are free at the hour of closing.

As a general rule, shop assistants have the bank holidays, and a fortnight in the summer. There are also several religious festivals which many of the employees observe, and in the north of Ireland these

The
wages
of
women.

fact was always quoted as an explanation of low wages. At No 578, no summer holiday is allowed, and deductions are made from the salary to bank holidays. The usual custom is to pay the salary during holidays after a certain time served in the shop, one or two years generally. At No 585, they are allowed to be absent one month, and after five years' service get a week's salary. After 10 years' service they get a fortnight's salary.

1. Seals

In very few cases are seats provided behind the counters in drapers' shops, but more often there are some in the showrooms, and assistants are allowed to use them when business is slack. The girls in No 585 said no seats were provided, and they would like to have them. The want of seats is not a matter of general complaint. The sitting rooms and bedrooms and the meals are considered by shop assistants as matters of much greater importance.

2. Living
accommodation
for and
meals.

The houses occupied by shop assistants in Ireland are often stumpy and furnished in a very slovenly manner, but the arrangements of comfort are not disregarded, and the size of the rooms, the light, warmth, and ventilation, the amount and variety of food, and the social management compare not at all unfavorably with those seen in England and Wales. A library and a piano supplied by the firm are not uncommon in large houses. In some cases the assistants club together for a piano. The bedrooms are airy, though sometimes poorly furnished. Two girls in each room is very common. In a few cases some of all the assistants live out, but the general rule, as in England, is for them to board and lodge on the premises. Very frequently the women have a separate sitting room, with a good fire, an winter stove. Sometimes it is used for 'trying on' during the day, and is then carpeted more warmly than rooms furnished for shop assistants only.

Tea with bread and butter is the usual breakfast. At No 585 breads of departments have meat or eggs. At No 572 eggs and cold meat are supplied to all. At No 580 all have eggs and bacon. For dinner in the larger houses two joints are served sometimes, one cold and one hot. There is generally more than one vegetable, and in many cases tea, was often tea or milk, and in a few cases milk or beer is allowed. Frequently eggs and tea or fish and tea are given on Friday. At tea some milk is sometimes offered, but the rule is to have tea and bread-and-butter. In many houses supper is given to apprentices only, the assistants providing themselves. In the winter very few are at home for this meal. In some houses bread and butter are placed on a sideboard for those who wish to take any. In the best managed houses a comfortable supper is laid with bread, butter, and cheese, and a choice of milk or eggs. Many employers refuse to supply stout, even to male assistants, unless a doctor's certificate is produced. The following cases of unusual discomfort were met with. At No 583 the assistants say the food is so bad they frequently cannot eat it. No timber is provided, and they drink out of old jam pots or anything they can get. The meals are taken in a damp, uncarpeted cellar. The bedrooms are damp, cold, and dirty. The employers Nos 1,088 and 1,101 refused to show the premises. At No 585 the food is not complained of, but the dining room is the basement and very cold. There is no carpet. The bedrooms are crowded and comfortable.

Many of the shop assistants, especially in the south of Ireland, are the daughters of tenant farmers, and send nearly all their money home. For this reason the practice of buying food in addition to what is supplied at the employer's table is far less common in Ireland than in England. Witness No 1,295 receives 50s. a year as shop assistant in the south of Ireland, and is paid more than those receiving board and lodgings live with an aunt. Her relatives said that for 10 years she had sent the whole of her money to her parents, with the exception of a few shillings spent on necessary material for clothing. She makes her own clothes, and pays nothing for her rent for board and lodging. Two apprentices, cousins of No 1,295, are living in the same house and expect to spend their salaries in the same manner. As they live with their aunt, they have been apprenticed without fee.

III. DRESSMAKERS, MILLINERS, AND HAT-MAKERS

3. Wages.

The 17s/week (without board and lodging) received by dressmakers in Ireland is very low. That of milliners and mantlemakers in good houses is somewhat better.

The wages paid by the employers are varied and given in the tables of reference. They were ascertained by comparing the wages books or by receiving direct evidence from employers and employed.

The apprentices live out and take their meals at home, and the premiums paid for their apprenticeship are from 1s. to 10s., and in many cases no premium is charged at all. Sometimes when nothing is paid they are used as messengers (No. 579). The term served varies from one to three years, and something is paid after a year, or even six months, by the best employers if the girl is clever. In some houses all the capable girls are kept on, receiving 2s. or 2s. 6d. a week as messengers.

Parents (e.g., No. 1,890) complained that during apprenticeship girls are kept running messages, holding pens and irons, and doing other unskilled work. They only begin to learn when they become improvees. On the other hand, employers (e.g., No. 1,036) say the girls know nothing when they leave school, and have to learn everything from the beginning. No. 1,309 said she taught her apprentices not only plain needlework, but cleanliness, manners, smartness, accuracy, and the qualities necessary in any business. It was only when these were acquired that she could hope to teach them dressmaking. No. 1,034, with 20 years' experience as a dressmaker in the south of Ireland, said the only girls who came to her able to do plain needlework with tolerable neatness were from convent schools. She was herself a Scotch Presbyterian, and employed a Scotch forewoman.

In many workshops no fines are charged at all. In some (Nos 572, 573, 574, 576, 577, 580, 581, 583, 584, 590) 2s., 5s., or 6s. are charged for late attendance. At No 578 they have never imposed fines, but intend to do so for late attendance. At No 579 the day is locked at the hour for starting, and no late comers are admitted. At No 525 the doors are closed for a quarter of a half day against a late comer. Fines for mistakes in work are very unusual. At No 573 there are several, varying from 3d. to 2s. 6d. The ordinary amount in this workshop is 6d. At No 584 they charge 6d. for mistakes.

The general rule in Dublin and the north is to pay for overtime at a higher rate than ordinary work. At Nos 571, 584, and 572 the hours are from 8 a.m. to 7 p.m., stopping at 4 p.m. on Monday for dressmakers. These hours entitle 7 p.m. till 10 p.m. is paid for on half a day, and less provided. At No 576 the hours are from 8 a.m. to 7 p.m. Three hours overtime are paid for at 1s., and less, if provided. The wages of the ordinary workers in this shop range from 2s. 6d. to 15s. a week. The employers object to overtime, thinking it makes too long a day. At No 577 the hours and rules for overtime are exactly the same as above, wages of ordinary hands being from 2s. 6d. to 14s., with an average of 5s. a week, except that if the worker is earning not more than 4s. a week she only gets 6d. and has tea. One killing with tea is given for three hours' overtime at No 578, the wages of ordinary hands ranging from 2s. 6d. to 14s., and the ordinary hours being from 8 a.m. to 7 p.m. At No 589, a large shop in Dublin, the girls sometimes remain till 5 p.m., the ordinary hours being 9 a.m. to 7 p.m. They receive no extra pay for this hour. In the south of Ireland there are constant complaints of girls being kept in without any payment or even food provided. Witness No 1,304, 1,305, and 1,306, all employed for some years in millinery and dressmaking, declared that they were always kept at least an hour in the busy season, and once a month or longer were kept till midnight in the dressmakers' workshops. No 1,306 was kept until 4 a.m. two nights running. On the first night the girls dined together and bought themselves food. On the second night the dressmaker provided bread and butter and tea. No 1,306 had never seen an inspector in any workshop she had ever worked in. Witness No 1,292, in the same town, and that her two girls (Nos 1,293 and 1,294) were constantly kept by the dressmaker who employed them until 8 p.m., and even 10 p.m. One of these girls had been kept till midnight, and no food or even a cup of tea provided. When the complaint she was told that a girl had been dressed for gambling five months before. None of these witnesses had ever heard of pay for overtime in the workshops in their town. Witness No 1,308, an employer of long experience in the town, and that as the girls expected their wages in cash twice and often got a holiday on some days, they must expect unpaid overtime when business

The
wages
of
women.

3. As
premise-
day

4. Fines.

5. Hours
and
overtime.

pressed. At a first-class dressmaker's (No. 386) and a large hosiery-maker's (No. 738) in the south of Ireland all overtime is paid for at the ordinary rate. Most of the employers in the south say they do not require overtime, as trade is slack and has been so for some years.

The sanitary accommodation is generally sufficient and conveniently arranged for the workers. Many of the workrooms were overheated, and in some the ventilation was bad. At No. 625 the rooms are heated by stoves and well ventilated. One large room is divided into workrooms by partitions about five feet high, allowing a free passage of air. Some of the workrooms are tolerably ventilated, but very much overcrowded. Particulars are given in the tables of reference.

IV.—LARGE MANUFACTURES.

In the Belfast factories the following wages were being earned per week by the women employed, but the higher rates by only a small number—

		s	d	£	s	d	
Woolers	-	from	7	0	0	12	0
Winders	-	"	4	6	0	16	0
Warpers	-	"	7	0	0	13	0
Spinners	-	"	5	9	0	9	6
Reelers	-	"	6	0	0	12	0
Preparers	-	"	6	0	0	8	6
Corders	-	"	8	0	0	8	6

In many factories the wages are paid fortnightly. It is a very usual custom to pay a bonus on production. At No. 586 everyone earning over six a week receives 1d. in the shilling. At No. 697 full-time weavers 1s. and half-time 6d. if they have not lost any quarter days by being late through the week. At Nos. 586 and 596 each worker receives 1d. for being punctual every morning in the week and 3d. if she has been late only once morning. At No. 691 a bonus from 5d. to 6d. is allowed if a cat is finished in a given time. At No. 694 a bonus is given for perfect cloth, and there are many other cases among the factories. At this mill dames found "fine girls" women sometimes earn 15 a week.

In the south of Ireland some distress is now being made to revive the linen industry, and glass given in the district branches reported this is being used. The managers at No. 719 made the girls get in the crop, buying it from the farmer as it stands. The wages are 50 percent lower than those earned in the north.

		s.	d.	s.	d.
Woolers	-	from	4	0	0
Winders	-	"	8	6	0
Warpers	-	"	8	0	0
Spinners	-	"	4	0	0
Reelers	-	"	4	0	0
Preparers	-	"	4	0	0
Corders	-	"	5	0	0

A bonus of 1s. per week is paid in addition to wages, and first for late attendance are stopped out of these.

The linen is not completed off in the south of Ireland. The workers are unacquainted and dislike the strenuous work which the girls are clothed at the appointed hour in the morning. They are generally situated after breakfast, but when work is slack they may lose the day. A child working in a flax mill said the porter was so strict that "if she had one leg through 't' the gates he would close them upon her." It was extremely difficult to believe that the little thing was more than 10 years of age, but she said she was over 15 and "for some weeks a whole time." There is no reason in the case of this mill why the workers should be late, for they live all around it. The difficulty is greater in the case of such mills as those at Douglas near Cork, where some of the workers live in the city and have three or four miles to walk.

In the north the dinginess is stronger and finer is much objected to. At No. 583, besides fines from 1d. to 6d. for late attendance in addition to looking out, damages to cloth are fined from 1d. to 2s. 6d., in addition to loss of bonus. The weaver says the yarn is bad, and the dinginess in the shawl blow it out and cause it to break. Again, there is no drinking water in the damask shed, and that in the towel shed is bad. In the plain linen shed the water supply is good, and the weaver would like to go there for a drink. For doing so they are fined 2s. 6d. For talking they are fined 4d. and 1s.

Another example of heavy fines for faults in the cloth is at No. 624. They vary from 5d. for a very small fault to the price of the cut. Witness No. 1,125 in 33

hours earned 1s. 10d. and was paid 4d. Witness No. 1,123 spent a week in weaving a cut with very bad yarn. She earned 3s. 8d. and was paid 5d. Witness No. 1,125 worked on a bad loom which the tenter could not fix. In 10 hours she earned 1s. 4½d., and 9d. a cut was stopped for a rough savings caused by the loom. She then worked eight hours on the next cut, and earned 1s. 4½d. the whole of which was stopped, although the loom had not been seen to.

At No. 585 sickness is not admitted as an excuse for late attendance.

At one town in the north the weavers have very little power to protest against firms because of an arrangement between the two firms in the town, that any weaver seeking employment must show a "discharge" from the factory at which she has worked. This "discharge" is frequently refused, and the weaver, knowing that she cannot get employment at the other factory, is forced to pay the fine. One weaver and she was fined 1s. by the cloth passer on a piece of cloth, she protested against the amount to the foreman, who doubled it. She refused to submit to the increased fine and was allowed to go with her wages paid in full, no discharge being given. She went to the other factory, and the foreman was ready to take her on if she could produce her discharge. She made repeated efforts to get one but failed. As she was without any other means of employment, and was too poor to move with her children out of the town, she was obliged to seek readmission to the first factory. The fine of 1s. was then deducted from her wages, with an additional fine of 1s. for absence.

The "discharge" which it is the custom of the two firms to give and require is merely a statement to the effect that "A.B. has been in our employment for the last ——— months, and is now discharged, all wages ——— due being paid."

Several other cases similar to the above were given by witnesses. A case of the same nature was tried in Belfast. The summons was brought under the "Employers' and Workmen's Act," alleging that, according to the custom of the trade, the people were entitled to a certificate of discharge on leaving. The magistrates decided, and the court judgment upheld the decision, that as it had been proved to be a custom of the trade, and as the custom was a matter in the world of the custom "as being out of hand transferred to the citizenship" that existed between the employer and the workman, the worker was entitled to discharge. The contents of the discharge was the length of time she was kept out of employment by reason of the refusal of the discharge. The same question has arisen in Belfast on several occasions, and the magistrates have invariably followed the usual decision. Two cases having been tried at the petty sessions, at both of which the magistrates have hesitated to award compensation, the practice continues of refusing the discharge in the town mentioned.

In good times, 4.30 a.m. to 6.0 p.m., on 6.0 a.m. to 6.0 p.m. are the usual hours. At No. 633 the workers say they constantly begin 15 minutes before the time, and remain 15 minutes after closing time. Witness No. 1,124, the owner of a large woollen factory, would like to see shorter hours enforced by law as the linen spinning and weaving could be increased if the workpeople did not start work before breakfast, and he is also of opinion that employers would not suffer under such an alteration. Witness No. 1,280, another millowner, of the same opinion, and both witnesses believe that very little opposition would be offered by factory owners in the north of Ireland. They suggest starting at 5 o'clock, stopping for dinner at 12.30 or 12.45, beginning again at 1.30 or 1.45, and leaving as usual at 6.0 p.m.

In the flax mills there are two serious causes of ill-health. In the preparing rooms a great deal of dust is generated, and even when there are fans there are not a sufficient number to secure good ventilation. In the spinning rooms the temperature is very high. In many of the wet spinning rooms concrete machinery in the air makes the women and children wet through. The sanitary regulations for Ireland relating to the temperature and moisture in these mills are not the same as for England and Scotland.

The high temperature and defective ventilation are causes of consumption among linen workers. In spinning rooms, when moss are heated by gas, the air is much vitiated, and the girls complain of headache and finally of chest complaints. Exact information on this subject will be found in the Appendix, which

The
Environ-
ment
of
Workers

contains extracts from a report by the Medical Officer of Health to the Belfast Town Council. The general sanitary conditions in Belfast are of long standing, as is proved by the careful and detailed statements published many years ago by Dr. Pender, a sanitizing engineer in the district.

(a) Medical
opinion.

Dr. Pender, physician to the Consumption Hospital, Belfast, states that the present high mortality from consumption in the city is due principally to the unhealthiness of the various occupations in linen spinning and weaving mills. Those employed in the carding and preparing rooms suffer from the flax dust, and those in the weaving sheds and wet spinning rooms from the very high temperatures, and the moisture which is always present. He considers it specially important for children to be exposed to these conditions, and that they ought not to be so at the present early age. He believes that one day in a wet spinning room is injurious to a child, and that the Belfast system of alternate day employment for half-linens is more injurious than alternate morning and afternoon work—school and work. He thinks work should not be commenced till after breakfast by either children or adults, and has known several children find from want of food and the heat in the spinning room. He believes the system renders all who are employed more or less subject to illness. He thinks a full hour should be allowed for dinner. Dr. Pender also suggests that the sanitizing survey should be a Government official and devote all his time to the work. At present the work is necessarily inefficiently done. It is also undesirable that this office should be paid by the mill owners. Dr. Pender thinks that a quarterly examination of children should be made, so although the child has been healthy when entering the spinning or preparing room, it frequently becomes affected in a short time. He believes workers to be specially subject to phthisis, and has noticed them frequently suffering from pharyngitis, which he considers is produced by the gas washed atmosphere in which they work.

(b) Sta-
tistics of
phthisis.

The superintendent and some of the members of the Society for providing Nurses for the Sick Poor in Belfast state that in the year 1891-2 the society had out of 202 deaths 112 from consumption, although the nurses endeavour to avoid consumption cases as much as possible, and only consent to take them in the third stage. Out of a total of 816 cases treated during the year 449 were for different forms of lung disease. Of the 202 deaths alluded to about 150 were from lung disease (including the 112 consumptive cases). The women suffering from consumption are almost invariably mill workers. The nurses consistently find cases when several members of a family, all of whom had been healthy, die of consumption induced by their mill and factory work.

One of the members of the society quoted the following case: a man and his wife, both healthy, and all their people being healthy and living in a healthy part of the town, and they had had seven children, five of whom died of consumption. All the children worked in a large spinning mill (No. 399), and ceased between 10 and 11 years of age. They first lost a daughter aged 18; then a daughter aged 16, then a daughter aged 17, then a son aged 19, and, lastly, a son aged 34. The son had married, and two of his children working in the same mill died at 16 and 18 years of age. His third child is still working in the mill, and looks very consumptive.

In the Belfast Royal Hospital 137 cases of tuberculosis were treated in the year ending August 1893, the large majority being mill workers.

(c) Persons
suffering
from phthisis
and
rheumatism

The following persons were seen in the Royal Hospital or in the Workhouse Infirmary in Belfast—

1. A woman of 59 years of age, was about three years with two linen finishing firms. After the first three months she fell ill, and attributes this to the high temperature of the smoothing room in which she worked. There was no ventilation, and the room was heated by gas supplied through inflammable tubing from the gas jets overhead. There was always an escape of gas. At first her earnings by piece-work amounted to 8s. or 9s. a week but at last she could not earn more than 3s. She is in an advanced stage of phthisis.
- 2, 3, and 4. Women of 26, 33, and 35 years of age. Employed in the preparing rooms of flax mills. There was much dust, especially on "beating out" days. They are suffering from phthisis.
5. A girl of 16 years of age, who was employed for four years in the spinning room of a flax mill. The moist heat of the spinning room, combined

with exposure to the cold air outside, has brought on rheumatism, from which she is now suffering.

- 6 and 7. Girls of 14 and 17 years of age, who were employed in the spinning rooms of Nos. 399 and 600. The work compelled them to stand all day on a wet floor, while the water dripped from their machinists aprons on to their feet. They are both suffering from rheumatism.
8. A woman of 30 years of age, who worked in a preparing room of a flax mill. There was a great deal of dust which affected her breathing. She is now suffering from bronchitis.
9. A woman of 28 years of age. She was employed in the weaving shed, and suffered greatly from the damp and the intense heat. She was attacked with rheumatic fever, but returned to work after her recovery. She now suffers from bronchitis.
10. A woman of 35 years of age. She has been employed in the preparing room at more than one flax mill, and complains much of the dust. She is suffering from phthisis.

The
Rheumatism
and
Phthisis

The high temperature and excessive dust and steam, especially in flax mills, has already been alluded to. In view of the existing Acts not applying to Ireland in the regulation of moisture and temperature, it is interesting to compare the mills with those in localities where the provisions of the Act are in force, as, for example, in Lancashire. The particulars as to sanitary arrangements in the places visited, are given in the tables of references. Generally speaking, in the south of Ireland they are good in large new mills, but deficient and dirty in the majority of cases where any old buildings have been utilized, and capital is wanted for structural improvements. In the north the lacunae are in many cases in a neglected condition, requiring much effort and being sometimes too near the looms. In only a few cases is any attempt made to drain off the water from the floors of the wet spinning rooms. Some few firms supply waterproof aprons to the spinners in these rooms. When this is not done the clothes are soaked in the slum. This condition of things is in spite of the 38th section of the 1873 Act.

In many cases in the north, the girls take their meals in the rooms in which they work (No. 497). In some mills a dining room is provided (Nos. 600), and in some of these tea can be warmed (No. 403).

In the south the workers are too poor to avail themselves readily of a dining room, though in several places it has been tried.

Generally speaking, the use of guards is adopted, and the accidents are few. There are none in use in some mills in the north (No. 638). In others the guards used are inefficient for the purpose, and do not prevent accidents (Nos. 393, 399).

At No. 346 a girl about a year ago lost her eye. Her sight is now going. She was awarded three years' wages at the rate of 12s. a week, that being her last week's wage. On appeal this was reduced to 10s. a week, that being her average wage. Her loom was fitted with a rod, but this is found to be quite useless. At the same mill another girl lost an eye, and received 90l. from the firm. At No. 610 there are wing guards on most of the looms, but a girl lost her eye about two years ago. At No. 627, wing guards were put on all the looms after an accident had occurred. Wing guards are the ones generally used.

Complaints were made in the north as to the erosion by employers of the 24th clause of the 1891 Act. At No. 330 the workers are supposed to be paid for the full length, but are only paid for 45 yards when they weave 50 yards. At No. 194 no particulars are supplied as to the length of the warp. In the darnack sheds the weavers receive no pay for extra cloth, e.g. they are paid as much for 15 as for 17 cloths. At No. 595 no particulars are furnished, and some weavers are paid at a lower rate than others for exactly the same work.

At No. 681, the firms keep a shop in which provisions, clothing, hardware, and other things are sold, and at which the workpeople are obliged to spend their wages. These are paid fortnightly and in the "blind" week, i.e. the week in which the wages are not paid; the workers are asked how much money they want to spend in the shop, and that sum is advanced and deducted the following week from the wages due. Pay tickets have been furnished upon which these entries are made. If the full amount advanced to a worker has not been spent in the shop, or the 1s. 6d. to buy goods is any

A. Respiratory
contraction

4. Accidents
produced
by the
looms.

5. Short
guards.

6. Particulars
of the
looms.

7. Truck
Act.

THE
FACTORY
AND
WORKING
CLASS.

other shop, she is summoned to the office and threatened with dismissal. Witness No. 1,194, a woman, has been obliged to dismiss three workpeople for buying goods at other shops in the village. Under section 8 of the Trade Act Amendment Act, 1887, these practices are prohibited.

THE
FACTORY
AND
WORKING
CLASS.

The attempt which is being made to re-establish the industry of hand loom weaving, will be described under the head of Convent Industries. In the ordinary factories only a few hand looms are retained for the finest work. At No. 494, 595 yards in the lock is woven by power looms, and this is said to be the finest linen that can be woven by power. The persons employed at hand looms are generally older than the ordinary workers.

Witness No. 1,193, the manager of a large hand-loomed factory in the north (No. 929), says that power looms are expending hand looms for all moderately fine work, and he believes they will eventually do so for even the finest work. This was also the opinion of the manager at No. 628 (witness No. 1,192).

IVA.—SHIRTS, COLLARS, AND HANDKERCHIEF MANUFACTURE.

1. Women.

Beginning a new dress requires no little as 2s. a week. The highest wages paid in any of the places visited in any part of Ireland is 14s. In many of these factories there are laundries which are used for getting up the articles for sale, and sometimes in shirt factories they are also used for regular washing for old customers. The women employed in the laundries are entirely separate from the sewers in the workrooms, and are paid according to the usual rates in laundries. Some of the ironing rooms visited were hot and ill ventilated. At No. 691 the arrangements were exceedingly good under a Scotch foreman.

In some factories in the north, payment is very irregular. At No. 630 it is sometimes delayed for three weeks.

Hand-knitting and finishing is sometimes done in the handkerchief factory, but "spinning" is largely a home industry, and finishing is often done by machines in the cottages. Some firms sell machines to the cottagers at cost price and earnings (No. 647).

At one shirtmaker's shop in the north, the proprietors, as intelligent Scotch women, said the girls are extremely ignorant when they begin, and are so anxious to get wages at once, that employers have to repay themselves by paying less than is really earned in later years.

2. Men.

In the places visited the hours ranged from 50 to 60 per week. The most usual hours are from 8 a.m. to about 6 p.m. with about an hour off for dinner and one half holiday in the week. In the north numerous holidays are taken in connection with religious festivals. At No. 691, a large shirtmaker's shop in a town in the north, 21 days are given twice a year at the time of the local horse races. At No. 629, a large firm in the north, the hours were formerly 8 a.m. to 7 p.m., but the firm could not by dress or other means obtain punctual attendance, as most of the women had to get breakfast at that time for those of the family who worked in the weaving factories. They then decided to start work at 9 o'clock instead of 8 o'clock. The pay had immediately went up an amount varying from 4s. to 4s. 4s. a fortnight, and this increase has been maintained. The firm find that together with the benefit to them of increased production, there is the saving in coal and gas in the winter months.

3. Over-
time.

In these industries, overtime is not generally excessive. At No. 628 in the north, girls work at certain seasons three days in the week until 10 p.m. At No. 617, also in the north, the girls work till 10 p.m., only these on day wages receiving extra pay. The normal hours here are from 8.30 a.m. to 7 p.m. At No. 637 in Dublin one hour overtime is not paid for. In most cases the pay for overtime is at the normal rate.

4. Work-
room accom-
modation.

The worst aspect met with in sanitary accommodation are the following.—At No. 637, in Dublin, there is no ventilation except through the windows, and these are seldom open because the dust blown in upon the linen. The girls suffer from severe headache, a good deal of gas is hazarded in the rooms. The lavatories for men and women are side by side in a dark cellar, and the girls object to the arrangement. At No. 443 in the north, the ventilation is bad, but as the rooms are lit by electricity the effects are not so bad as at No. 637. In several other places the rooms were overcrowded. At No. 668 and 691, shirtmakers in a northern town,

the workrooms were light, airy, and well ventilated, and business was too slack to induce overcrowding.

THE
FACTORY
AND
WORKING
CLASS.

V.—WOOLLEN MANUFACTURE.

In the counties of Dublin and Monaghan, the wages of the 1. Women.

women examined were as follows:—

Pickers, 5s. to 8s.
Weavers, 5s. to 12s.
Barbers, 5s. to 14s.
Spinners, twist-ers, carders, and winders, 5s. to 14s.
Darners, 8s. to 10s. 6d.
Warpers, 8s. to 12s. 6d.

In one case (No. 654) beginners receive 4s. a week for the first six months.

In the county of Cork, where several large tweed factories are now established, the wages are as follows:—

Unskilled workers, women, 6s. to 7s.

Unskilled workers, men, 10s.

Darners, 5s. to 10s.

Menders, 10s. to 12s.

Twisters, 6s. to 8s.

Carders, 7s. to 10s. 6d.

Scotch yarn spinners, 8s. to 10s.

Mending and sorting, 6s. 6d. to 8s.

Finishers (piece-work), 10s.

Weavers, 10s. to 22s.

Winders, 12s.

At No. 632 the weavers are fined 1d. and 2d. for late attendance, but 10 minutes grace is allowed. The damages to cloth are fined from 1s. to 2s. At Nos. 634 and 646, if workers are late they are sent home for a quarter of a day.

At No. 454 the only fine is 1d. and 2d. for late attendance, while at No. 655 there are no fines. If, however, workers are late at starting time, they are compelled to remain during the dinner-hour in spite of the illegality of this practice.

There is a fine of 1d. for late attendance at No. 637, and workers are sent home for part of the day. The damages to cloth are fined from 1s. to 1s. 6d.

Shuttle guards are not in general use, and are not considered necessary as the looms are slow.

In Nos. 638 and 455 the sanitary arrangements are fair, in Nos. 633, 654, 655, and 657 they are good.

2. Shuttle
guards.

3. Sanitary
arrangements.

VI.—PAPER.

In the paper factories in Dublin, the wages earned vary from 9s. to 11s. a week, but the workers are unemployed during four months in the year. Women are paid at the same rate as men; in slack times, however, women are not employed as weavers, all the work being given to men. Owing to great depression in the trade, No. 671 employs far fewer hands than formerly.

The wages pay 1s. a week for the work of the loom. Fines for late attendance were not met with. Some were imposed for damages.—At No. 671 the workmen are fined if the piece is soiled, and at No. 672 the weaver pays for a quarter of a yard if the piece is damaged. Looms are lent to outdoor workers by this firm.

The hours are not very long in the factories visited. At No. 672 they are from 10 a.m. to 6 p.m., with half an hour allowed for dinner. No complaints of long hours or overtime were made.

The ventilation and sanitary accommodation are generally fair. There is no overcrowding, and the workers make no complaints under this head.

3. Women.

4. Piece-work
and
deductions.

2. Hours.

4. Sanitary
accommodation.

VII.—CLOTHING TRADE.

At No. 704, a large factory in the south, almost all the payments are for piece-work, varying from 1s. to 16s. a week. The time-workers are only 37 in number. These are:—

Rowmsters } 1s. to 2s. per day
" Buckramers }
" Turners } 1s. 4d. to 2s. per day
" Broomers } 1s. 4d. to 1s. 6d. per day.

At No. 723, a large clothier's in the south, apprentices are paid after six months, earning only a few shillings to begin with. Ordinary workers earn from 10s. to 14s., and extra time is paid at the same rate. The wage book showed wages varying from 1s. 10d. for the learners to 18s. 9d. for a coat machinist.

1. Wages.

At No. 621, a southern firm, machinists receive from 10s to 12s the hand sewers from 7s. to 12s. per week. In Dublin, machinists take from 12s. 6d. to 15s. per week in the places visited. Hand sewers take from 10s. to 15s. per week. Finishers take from 8s. to 12s.

Low pay in consequence of great sickness is everywhere complained of.

In the south the fines are not heavy. If workers are more than a few minutes late they are looked out and lose half a day's work. At No. 723 the women are admitted if not more than a minute or two late, but are fined at the following rates:—

Machinists	6d.
Others	3d.

The machines are worked by steam; hence the large fire.

At No. 704 the experiment was tried of firing for late attendance, and re-opening the doors to late comers on payment of a small sum; this was found, however, to encourage idleness, and was therefore regarded as a failure.

At No. 704 the accommodation is excellent. The managers workroom is a hall, lofty and well ventilated. There is absolutely no smell, as the cloth worked here is all of good quality. In this room are five long tables at which the workers are almost entirely women. The machines are worked by steam. The laundry is partitioned off in a corner of the room. In the rooms where rubber was used for hats, &c., the windows were open and the work-takes close to them. There are four rooms for the workers at No. 723. The ventilation is good, but two of them were very close from the gas used, and they are much overcrowded, and the smell of the cloth is oppressive. The machines are worked by gas engines. Here there have been only three deaths in 10 years from consumption out of 150 women employed.

At No. 704 the manager fines for damages caused by one class, but not sufficiently to repress the firm. A wrong out on the day of the visit out over 5s. and the fine charged was 6d.

In the Dublin houses the fines are not heavy. At Nos. 648, 649 a penny is charged for late attendance and half a day lost. At No. 648, workers pay for damages or do the work over again.

At No. 648 the laundry is common to both sexes and very dirty. The ventilation of the workrooms is bad. At No. 648 in Dublin there is only one laundry for men and women, and the workrooms are badly ventilated and overcrowded. With these exceptions the places visited had very low accommodations.

At No. 704 there is a good read theatre finely managed by the operatives, who set Irish plays and take part in concerts. There is also a good reading room well supplied with newspapers.

The benefit society established some time since by the manager, supported by a halfpenny in the shilling contributed from all wages earned. The capital is invested, after laying aside sufficient for payments on death, &c., in a co-operative store next door to the works. The operatives are very gradually using this store, which supplies better goods at lower prices than those obtainable in the town, but gives no credit. The chief income is at the store as the committee of the works' dining room. When the capital of the benefit society had reached the amount originally intended, the votes were taken as to whether a further sum should be accumulated. The women were in favour of continuing and anti-voted the men. The capital is now more than double the original sum mentioned. Payments are made on the death of a relative, the sickness of a contributor, or the contributor attaining 60 years of age, or on his or her leaving the firm. In case the workers drew out their shares for the last season, the manager will not release them until they have repaid the sum so withdrawn.

There is a good dining room which used to be managed by outsiders when nothing but tea and bread was provided. The present manager has instituted a committee of workers, and fish, occasionally meat, vegetables, milk, soap, and other necessaries food are provided. The worst class of workers not this dining room, most of the better class taking meals at home. The food is given on credit, and the price deducted from the wages at the end of the week.

VIII.—BAGGING.

The chief centres of this industry are Waterford and Limerick. Wages are from 6s. to 12s. a week, the work

being to a great extent unskilled. At No. 710 the women are paid the ordinary rate for overtime, and regarded there was no little of it.

There are not general. In some places, a quarter of a day is lost for late attendance, and at No. 661, 1d. is charged instead.

The hours are very short in general. At No. 661, they are from 7 a.m. to 5 p.m., and on Saturday to 2 p.m. Overtime is only occasionally asked for.

The places in which the labour is carried and manure made are necessarily clean, cool, and dry for the purpose of trade. No women are employed in the yards where the animals are killed. The smell in the rooms where the women are working is extremely disagreeable, but not unwholesome. The floors in some of the rooms are wet, and the workers' clothes also, but the temperature is low and therefore there is not the same risk of cold in returning home as in the case of hot spinning rooms. At No. 629, boards slightly raised from the floor are provided. At No. 642 the women wear caps and waterproof aprons provided by the firm. At No. 660, they have aprons and leggings similarly provided.

MISCELLANEOUS.

In Dublin and Cork the factories visited were well ventilated with strong currents of fresh air wherever workers were employed. The wages varied from 6s. to 16s. a week, the greater number earning 8s. or 7s. a week. The labour was made by home workers, who supply paste, string, and firing, and return home tied up. They get from 2d. to 3d. a gross. In one place two girls and a mother make 12s. a week. In one place 2d. is charged for 10 minutes late attendance, and after that the worker is shut out for half a day. No other fines were met with. The hours are from 8 a.m. to 7 p.m., and from 8 a.m. to 3 p.m. on Saturday with no overtime. At No. 642, the firm has refused an offer to have boxes made at a lower rate at an industrial school. No cases of sickness are reported.

The amount of skill required in these industries is about the same as in the basket-making factories. The girls earn from 2s. 6d. a week (freemans) to 11s. a week (skilled women in a worst factory). The majority took about a day with ordinary pay for overtime. Those for late attendance are sometimes charged and not not complained of by the workers. Except in the case of casual labourers before Christmas, there are no complaints of long hours. Overtime is generally paid at the ordinary rate. In all the places visited the ventilation and general arrangements for the workers appear to be good. No sanitary accommodation was provided at one tobacco factory and one margarine factory, but the girls' houses in both cases were all close by. In neither all cases meals are taken at home.

In No. 660, a meat preserving factory, the girls are allowed to eat what they like as they fill the cans, and their healthy appearance is remarkable. They are not allowed to carry food away with them. Women are not employed in bakeries except for cleaning.

Women are employed in paper mills in cutting rags, gluing and finishing, taking from 6s. 6d. to 10s. a week. The employment is regular and healthy. No fines are imposed and the hours are not excessive. Finishers work very short hours, and rag cutters average seven hours a day.

Under the same head may be mentioned the work of gliding, stamping, bookbinding, &c., in printers' works and stationers' shops. Here the wages vary from 5s. to 14s., with occasional overwork paid at the usual rate. Hands are shut out for a quarter of a day in most shops if late. The workrooms are sometimes crowded and hot in spite of ventilation. Women of rather a rough class are employed in making paper bags. The legitimate field and paste. The room where the bags are dried is at a high temperature. At No. 686, the girls take their meals at one end of the workroom, where they have a stove and cooking facilities. Their wages are from 2s. 6d. (freemans) to nearly 8s. a week in the factory. The girls made no complaint of fines or long hours, and looked healthy.

Women employed in boot factories take from 8s. to 12s. a week when working full time. Cost of material paid by workers is given in the tables of reference. Some of the hand sewers are on piece wages, and the machinists are paid by the week. In large boot factories, late attendance is punished with small fines, and damages are also fixed. The hours are not long,

Very
Bridley
Wages
of Women
—
2 Penn.

2 Hours.

Sanitation.

(a) Match
making.

(b) Be
tween
tobacco
and
margarine
factories,
ventilation
very
poor, but
not in the
factories.

(c) Paper
mill
workers,
work long
hours, but
not in the
factories.

(d) Boot
and
shoe
makers.

Wages.

(f) Bag makers

and no overtime was imported. Sanitation is pretty good as the rooms are not overcrowded, work being slack.

(g) Bag makers

At No. 604 the sanitary arrangements were not good. Some premises of rag merchants were visited in Dalhousie. In most cases the places were overcrowded, dirty, and ill ventilated. The employer at No. 673 refused information, and his rooms were unusually dirty. The wages run from 3s. to 7s. a week. The longest hours heard of were at No. 673, namely, 8 a.m. to 6 p.m., and on Saturday 8 a.m. to 7 p.m. Fines were not complained of.

(h) Top makers

Housemaking in Belfast gives employment to a number of women who earn from 3s. to 7s. a week. Roomers are paid as in the linen trade. At the place visited (No. 667) no fines were imposed, but the doors are locked at starting times. The arrangements here are excellent as regards meals, but the ventilation is bad, especially in the dining rooms (see reference tables).

(i) Tailor and work clothes

In the gait mills the wages are as follows in the places visited:

Woolens, 3s. to 5s. a week.
Fringes, 6d.
Sawers, 6s. to 8s., average 7s. 6d., or 3d. to 4d. a dozen for cutters.

At No. 679, where 24s. a week is taken by women, the work is continuous and for full time. At No. 675 a bonus of 6d. a week is allowed on good production, and men and women are paid at the same rate. Fines are not excessive, and the sanitary conditions are very fair. There are no shuttle guards in use at No. 633, although accidents occur.

(j) Tailor

At a factory in the north the girls earn 3s. to 12s. a week, employed as dressmakers, frockmakers, and corset. The doors are locked against late comers until 10 a.m. The hours are from 8.30 to 4.30 in winter, and from 8.30 to 6 in summer. The sanitary conditions are fair.

(k) Lace

Some large firms employ outworkers in making tambour and run lace (lacework) and an agent to collect the work and pay the workers.

By one large firm 160 or 200 outworkers used to be employed in crocheting Irish Point. This was begun after the famine, but very few are now employed. There is no difficulty in getting new patterns taken up, and the children learn the work easily. The lace is now less in demand, and most of it is made in countries. The workers are paid by piece, a skilled worker, working 10 hours a day, making 1s. or 1s. 6d. a week.

There is a lace school at Lisnakeil and also a number of home workers organized by Miss. Vera O'Shea, who finds good designs for both the school and for these home workers. The home-made lace is tambour, run lace, and guipure. One home worker (No. 1,057) gave her maid hours as from 9 a.m. to 5 p.m., with intervals of five hours for meals, house work, and rest. She makes about 7s. per week. In the school, orders are undertaken and the girls paid by what they do, but the primary object is to teach the industry. No. 1,057, gave an account of the pay system which used to exist in Lisnakeil, giving employment to about 2,000 women. Their hours were from 6 a.m. to 7 p.m., with 2 hours off for meals, and they earned from 5s. to 6s. a week. The "tryers" would make 4 yards of lace, and so fix the payment for the workers. These "tryers" received 5s. a week net wage. The teachers received 5s. or 6s. a week net wage. The two teachers at the present lace school are paid 10s. a week each. No. 1,057 states that a woman now 75 years of age was the first to learn how to make run lace. She was taught at an early age by some English ladies.

X.—DONGAL.

One of the principal home industries in the north of Ireland is that of embroidering handkerchiefs and other linen, as the method known as "sprigging." Several large firms in Belfast and elsewhere give employment to hundreds of females.

Mrs. Hamilton, of Brownhill, County Donegal, gives a large amount of employment in Bellefleur and the surrounding districts, and pays good wages. She herself designs the embroidery.

A sprigging and embroidery agent in Donegal, for several Belfast and Glasgow firms gave the following information:—

He has 700 families on his order book. At present employment is fairly good, and he has paid out 1,100L. in six months, lately, for a Glasgow firm alone. A very good sewer can earn in full work 1s. 6d. a day, but the

bulk of the work is at a low price, and many workers do not earn as much as 3s. a day. He has distributed work since 1852, and until the failure of a large firm in Glasgow in 1867 the demand for work was very good. The Donegal trade became paralyzed at that time, but in certain seasons even now there is a good deal of work to be done.

Another embroidery agent in Donegal acts for several firms. He says he gives employment to hundreds of people, many of whom, probably, work for other agents also. The work he distributes is worth about 2d. to 1d. a day, he says can be made upon simple. Good workers are often unable to get any but the poorer paid work. A skilled worker brought into the shop, during the visit, a garment which she had embroidered, she was paid 2½d., and she stated that it would take from nine to ten hours to do. The agent agreed with this.

A third sprigging agent in Donegal says he pays 20L. to 40L. a week in wages. He employs 200 to 300 people, who can make from 3d. to 1s. a day.

A sprigging agent (a woman) for Belfast firms was seen at Bellefleur. She has about 600 families on her books. She says there is a fair quantity of work now but it is badly paid. The general price earned is 3d. a day; 5d. a day is the highest. The work is paid at a rate of about one-third more in winter.

Another woman at Bellefleur, also a sprigging agent for several Belfast firms, says she pays about 36d. in wages to 10 days. The women she employs earn from 5d. to 8d. a day.

A sprigging and embroiderer in Bellefleur says she has fairly regular work, and earns from 6d. to 8d. a day.

Another important industry in Donegal is spinning

(l) Tweed.

Mrs. Ernest Hart employs a large number of women in the manufacture of hosiery and tweeds in Donegal and elsewhere. There are very few in the factory at Bellefleur, the larger number being home workers. In the factory there is one girl, doing, earning 1s. a week, another, a helper, earning 12s. a week. Some ladies girls need to be employed, but says do the work now as the manager likes them better. In this factory all the looms are hand looms, except two power looms. Tweeds of a rougher sort are woven in the hand looms. Saxony and Bakermat tweeds are made by the power looms. More power looms are much needed, so as to compete with Saxony, whence even heavy homes at present get their tweeds, but while it is so difficult and expensive it is impossible to put up more power looms. Mrs. Hart thinks the hand loom is too heavy for women, but they could be employed to work power looms if more of these were set up. In the factory there are no special for spinning the cloth, as some of the workers are very careless. The work in the factory is regular throughout the year. Mrs. Hart states, in reference to home workers weaving rough tweeds, that at first all the wool was given out to the different workers from hand-quarters, and when their task was done they brought it back and were paid. This worked well while on a small scale, but when the work grew and could not be so carefully controlled the workers became careless, and this system had to be given up. Now they are left to put their own material and must bring in the wool finished. They are paid at the following rates:

Spencers, 6d. to 9d. per lb.

Carders, 2d. per lb.

Dyers, about 6d. per lb.

Women spinners make only 6d. per day, using only their spurs and often domestic work. Dyers make 10s. a week on an average.

A family makes easily two yds. at 12 spurs in the whole year, the women doing the carding, spinning, and dyeing, and the men doing the weaving.

The home workers are widely distributed, some as far as the Bloody Foreland. There are none in the town of Donegal; none are in County Antrim.

A tweed merchant at Ardara says he employs about 250 women and girls in this district. The work is very irregular. Girls earn about 1d. a week, and women about 2s. This employer does not think the industry will develop till new looms are obtained, as the narrow width of the present ones prevents a large sale of the tweeds.

Another tweed merchant in Donegal acts as agent for various firms. He has several hundred names on his books, and employment is fairly regular. He cannot say how much is earned on an average. The trade has been established since 1842.

THE
FACTORY
INSPECTION
ACT, 1833.
(a) Kneeling.

Mrs. Janet Hart employs women in knitting. In 1892 there were 285 in Gloucester. She says it is an intermittent and supplementary employment, and the women do it at odd times, and in the evening, and while walking about or minding their cows. They earn about 4s. to 7s. a week.

A knitting factory has just been started by a firm in Deeside, and the girls are taught on a Leicester machine. They take about three weeks to learn how to use the machine, and then begin to earn money. The payment is from 6d. to 9d. a dozen pairs. One girl who is fully proficient can knit a pair of socks in 20 minutes.

The second merchant in Ardara mentioned above employs about 500 women and girls in knitting and at calendering. Work is slack, and their average earnings are not more than 2s. to 3s. a week.

(a) Hand
knitting.

Mrs. Hart made an attempt to teach Torrish lace making, and the national schools were lent for holding classes. It was commercially a failure from the cost of transport. The girls received 5s. or 6s. a week.

Mrs. Hart says the women and girls go away from home in the summer, living themselves out of farms as farm labourers and servants. They begin at 12 years of age. A girl between 12 and 16 may earn 3l. to 4l., and one between 16 and 25 may earn 4l. or 5l. 10s. in this way. Some persons in the district are much against this system, but Mrs. Hart thinks it a good thing for the girls on the whole, as they get better food though with hard work. The custom makes school attendance very irregular from March till November. Even those children who do not go away often work on the farm in their father's absence in England and Scotland at harvest time.

Mrs. Hart lays special stress on the need of good water transport, which cripples all the industries in the district. It costs 60s. to bring goods from Gloucester to London, which can be taken from London to Chicago for 15s. It cost her 30l. in carriage and labour to set up a loom in her factory.

At a factory for shirt finishing in Deeside the girls are taught on machines in the factory. Machines are then lined out, one of change, and the work is done in the cottages. Thirty-four machines are working now, and about 30 to 35 shirts finished to a week. This factory was started three years ago with 12 machines, and the number is increasing. The payment is 2s. 6d. a dozen for working buttonholes, putting shirts together, and putting on neck bands. It takes about two days to finish one dozen shirts.

Mrs. Sturge has established an important industry in basket work at Letterfrack, Connemara. The wages begin at 6d. a day and rise to 8s. a week. The girls are taught the work in schools. The industry was begun in 1891, and a factory built about four years after. Considerable progress has been made, but the factory does not quite pay its way yet. The hours are 8 a.m. to 6 p.m. in summer and 8 a.m. to 5 p.m. in winter.

XL—CONVENT INDUSTRIES

(a) Weaving
textile.

At many convent industries are carried on for the employment of women and girls living in the surrounding districts, or for those who reside within the precincts of the convent as penitents. The principal employment for penitents is laundry work. Amongst the industries started by nuns in various parts of Ireland are hand loom weaving, power loom weaving with spinning, &c., hosiery, cooking, baking, dairy farming, poultry farming, embroidery, shirt making, and plain sewing and lace making. In the cases where the workers live in the convents no wages are given, as the maintenance is the recompense for the work done. In the cases where money wages are paid some education and other payment in kind is generally given, so that it is impossible to compare the amount paid with wages received by similar workers elsewhere.

(a) Hand
loom.

In some convents laundry work is taught to the girls in the schools, and the girls are either related to work in the convent laundry at low wages, or placed in England or elsewhere as found for them. Witnesses Nos. 1,384 and 1,387, members of an Irish Trades Council, stated that the prices charged by Irish women so low as to have done the wages in ordinary laundries. After comparing the printed lists of prices charged by convents with those charged by several well-known laundries, and by some good christenings who work for customers (No. 1,388) this suspicion appeared to be unfounded. The prices charged by

convents are generally higher, and in no cases we heard of lower than those of the other laundries.

In the Magdalen House the penitents are asked at stated intervals if they elect to remain in the house or to work elsewhere, and in the latter case efforts are made to find a suitable situation. One woman seen in one of these laundries came in 55 years ago. The workrooms visited were beautifully fitted up with all the latest appliances for washing and ironing. The floors were clean, the ventilation good, and the sleeping accommodation very comfortable and well arranged. A separate bed is allowed to each girl, and the dormitories are of ample size. The laundresses are also carefully planned and tended. The training is laundry work or other occupation is systematically given by competent teachers. Plenty of custom from town and country, private families, hotels, barracks, &c., is obtained for the convent laundries.

An interesting experiment with hand looms has been made at Skibbreen, County Cork.

(a) Hand
loom
weaving.

The weaving was started May 8th, 1899. At present there are 25 looms, they are all worked in one large, airy, and pleasant hall built for the purpose during the last three years. Five convents have taken up the work, and in all about 60 looms have now been set up. The girls taught are of the class which supply domestic servants to small shopkeepers. They are expected to continue in the weaving industry until they marry, and in several cases have thus procured a home for themselves and continued to weave at home for their families and also for the convent. In cases of exceptional girls have taken looms to the colonies, with the intention of weaving linen for the family use.

The girls come at 8 a.m. and have some class work. They work till 6 p.m. in summer, with an interval of an hour for dinner (2 p.m. to 3 p.m.), and have some class work before leaving. In winter they take their dinner at the loom and leave at 4 p.m. The learners receive 1s. a week. A good weaver gets from 10s. to 15s. a week for full factory hours. For the convent 'house' about 1s. a day would be earned by a good weaver. Less experienced workers are receiving 2s. 6d. to 4s. a week.

The goods produced include white and coloured dress materials, handkerchiefs, towels, narrow sheeting, art linen for embroidery, and other similar fabrics.

At these factories no spinning is attempted and the fabric is sent away to be bleached or dyed. A teacher has been employed from Belfast, but some of the nuns are now qualified to teach the weavers.

At Foxford, County Mayo, a factory run by water power has been started. A loan has been received from the Congested Districts Board. It is well managed and the machinery good. There is a risk of the water power being stopped. About 50 workers, mainly women, and several children are employed. The number must be increased before a further loan can be obtained. Wages average 5s. a week. The wool is prepared and dyed, the yarn spun, and the cloth woven and finished in this factory. First-rate blankets are made here.

(a) Wool
textile.

Another convent is at Ballaghaderin, County Mayo. The nuns started in 1896 stocking knitting, and now employ 90 workers at about 4s. 6d. a week working from 6.30 a.m. to 6.30 p.m. The workrooms are excellent, and steam power is used. Stocking knitting by machinery is also carried on at Foxford and other convents.

(a) Stocking
textile.

In Sligo a factory has recently been started under the control of the Sisters of Mercy. The success is pretty good, two new machines having been added since October 1899, and the number of working hours increased. There are now from 8 a.m. to 6 p.m. Learners receive nothing. Afterwards they receive for piecework 4s. to 5s. a week paid monthly. The nuns believe the work could be extended if they had control for new machinery. They have refused work from Belfast because of the low prices offered.

(a) Stocking
textile.

In Sligo the domestic economy taught is more practical than in many convent schools and orders are taken for baggages, wedding robes, &c. From the factory in this convent girls are sent to situations in laundries where only women are employed.

(a) Stocking
textile.

Similar practical instruction is given at Sligo in dairy work, and the care of poultry and pigs, so that girls are as likely to need such knowledge. Gardening, butter-making, and laundry work are successfully taught at Foxford in the garden and out-buildings of the mill.

(a) Dairy
and poultry
rearing
and pigs.

THE
REPORT
OF
THE
COMMISSIONERS
OF
THE
FACTORY
ACTS, 1847.

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FACTORY
ACTS, 1847.

All kinds of needlework are taught in convents, and in some of them large orders are executed by the nuns and other workers. At Ballaghaderreen beginners in the shirt and underclothing factory receive 1s a week, and are paid quarterly. Afterwards they are paid by piece. 211 are employed in this factory. Their hours are 8.30 a.m. to 4.30 p.m.

In the Magdalene Home some of the penitents are employed in lace making chiefly for church gossams. In some convent schools an attempt has been made to teach the children lace making. In one visited in Cork plenty of orders were obtained, but the children tired of it, and the attempt was abandoned. The lace made in a week sold for about 1s.

The several organizations in England, such as the Donaghy Industrial Fund and the Irish Industries Association, have done much to enable the convents and also detached home workers in all parts of Ireland to find a market for their goods.

XII.—EMPLOYMENT OF MARRIED WOMEN.

In a previous report by Miss Abraham the intention was expressed of collecting evidence as to the physical conditions affecting the employment of married women. Miss Abraham has taken evidence on this subject from medical officers practicing in Belfast, and in some other districts where a large number of married women are employed, and from the women themselves.

Young married women at present employed in factories and mills are unwilling to admit injury to their own health, or to the health of their children. Older women state that their children have suffered in health from the careless nursing of those with whom they were "put out." They make no statement that their own health had suffered. These witnesses attribute most of the injury to the children to the use of cordials and sleeping draughts which are administered by the women who undertake their charge, and they believe from this point of view objection would be removed if satisfactory crèches were established in every district. The medical officers hold a different opinion, and state that the health of both

mothers and infants suffer from the employment of young married women. It is their experience that infants "put out" are poorly and often injudiciously fed, and that evil effects follow the separation of the mother and child, before it is weaned, for so long a period in the day. In some districts this separation seems unavoidable. A number of married women employ young girls to mind their infants and do house work while the mothers are engaged at the factory. In these cases the children less often suffer from the use of sleeping draughts, and the exposure to bad weather at an early hour in the morning is also avoided, but it is stated that owing to the youth of the girls who are employed to mind the children, accidents happen, which sometimes disable them for life.

The medical officers who have given evidence are of opinion that the present period of suspension from work after childbirth is too short, and two have suggested that the time be extended to three months. Such an extension would probably meet with opposition from the women themselves, many of whom are opposed to the enforced absence from work under the present law.

In a few factories the employment of married women is discouraged, but this is generally on the ground that their homes and home life suffer from their absence.

In Belfast, Dr. O'Neill, physician to the Royal Hospital, states that a large number of berms and soles are caused by the absence of mothers from home. The children are left to get meals ready when they are too young to be even left alone. The matrons and nurses of the hospital give similar evidence, and state that the large majority of berms and soles are brought to the hospital shortly after noon hours.

Owing to the poisonous nature of the work, the employment of married women in the whistled trade has special features, which have been dealt with in Miss Abraham's report upon this trade.

We have the honour to remain,
Your obedient servants,
(Signed) ERIC GEM.
MAY K. ABRAHAM

February 28th, 1883.

APPENDIX.

EXTRACT FROM REPORT OF THE MEDICAL OFFICERS OF HEALTH TO THE BELFAST TOWN COUNCIL.

I append a table contrasting the number of deaths from the several zymotic diseases, as also those from phthisis and diseases of the respiratory organs, which were registered during the year 1890 and 1891 respectively—

Diseases.	Year	
	1891.	1890.
Scarlet fever - - - - -	3	—
Measles - - - - -	39	378
Scarlet fever - - - - -	31	41
Typhoid fever - - - - -	10	13
Typhoid fever - - - - -	351	377
Simple continued fever - - - - -	9	16
Diphtheria - - - - -	216	247
Whooping cough - - - - -	130	266
Diphtheria - - - - -	85	37
Totals - - - - -	674	1,231
Phthisis - - - - -	1,637	1,984
Respiratory organs - - - - -	1,784	1,703
Totals - - - - -	2,461	2,747

The following Table shows the BIRTHS and DEATHS for each successive Quarter, as also the NUMBER of the latter, caused by ZYMOTIC DISEASES or PULMONARY AFFECTIONS, with other particulars—

Quarter ending	BIRTHS.	Deaths.																Number ascribed to zymotic diseases.
		Total Number.	Under One Year.	At 10 Years and upwards.	Caused by													
					Scarlet-fev.	Measles.	Scarlet Fever.	Typhoid Fever.	Whooping Cough.	Diphtheria.	Simple Fever.	Enteric Fever.	Dysentery.	Phthisis.	Exhaustion &c.	Fever.		
April 4th, 1891 -	2,344	1,789	391	345	1	—	83	3	44	11	3	43	43	875	308	23	229	
July 4th, 1891 -	2,284	1,346	348	321	3	—	3	3	35	3	4	36	30	377	348	30	321	
October 3rd, 1891 -	2,047	1,283	288	179	—	—	2	1	39	1	3	36	145	214	197	20	214	
January 3rd, 1892 -	2,025	2,025	408	425	—	10	11	4	60	31	1	36	58	353	731	30	371	
Totals -	8,690	6,437	1,295	1,251	3	10	87	10	150	46	9	151	274	1,637	1,784	103	1,077	

Cause of Deaths.—Of the 6,537 deaths registered during the last year, 1,637 are attributable to phthisis, whilst 1,784 are due to diseases of the respiratory organs. I am afraid that little can be done to prevent this terrible loss of life, before which that from all other causes sinks into comparative insignificance. Our city is, unfortunately, badly situated, persons of it lying very low, not much above high-water level; it is built on the mud formed at the mouth of the river, or on land reclaimed from the sea, has a damp, tenacious soil, with a high ground water, and a constantly moist atmosphere during the greater part of the year. On the other hand, it has large open streets, with plenty of fresh air from the mountains, beautiful suburbs, comparatively few lanes or alleys, and the houses, as a rule, are small, self-contained, and generally not overcrowded. As is well known, a large proportion of our working-class population is employed in mills and factories, and I would point out that the nature of their employment must cause any of them having a predisposition to chest affections to be ready sufferers therefrom. Breathing, as they must do, a close heated atmosphere, laden with particles of fax dust, fibres and other matters floating in the large, going from

thence directly, it may be, into the cold, damp, or frosty air; poorly and lightly clad, often too young (especially the female workers) to bear the exposure to which they are subjected, it is scarcely to be wondered at that the mortality from these diseases is as great as it is. There is little doubt but that any arrangement, by which these changes of temperature could be made less frequent or less trying, would be attended with considerable benefit to the health of the workers.

Unhealthy occupations principally affect the respiratory organs. The dust of the fax in the manufacture of our staple industry is a serious cause of bronchitis and phthisis, and should lead, if possible, to greater supervision in the ventilation or filtration of the air in our large spinning mills. I have already referred to these matters when considering the prevalence of lung affections. It is not in your power to interfere, nor had you the power, would it be wise to do so; though, I believe, that an abatement of the hours of labour so as to commence later in the morning, especially during the winter months, if practicable, would be attended with advantage, not only to the health of workers, but also to their families.

TABLES OF REFERENCE.

SHOP ASSISTANTS.

Index No. of Witness.	Organization of Witness.	Index No. of Firm.	Apprenticeship.	Policies.	Wages.	Hours.	Meals and Accommodations.	General Remarks.
1,054, 1,055, 1,070.	Employer and witness.	671	Bo girls take an apprenticeship.	Assistants receive a fixed salary; no commission paid on sales. Heads of departments are paid a bonus on the last year of their department has been especially successful. Salaries range from £14 to £61 a year for assistants below the manager. Those of heads of departments rise to £100. (Continued.) Monthly salaries; no bonus required on other side.	Assistants are paid a fixed wage for salaries and this fixed is	Hours from 9 a.m. to 5 p.m. for assistants in the shop. During the summer months on all days (during so average of 10 days and 10 days) assistants are asked to leave the shop before 7.	Made. Breakfast, 8.30 to 9.15, tea and bread and butter. Dinner, 1.15 to 1.45 (very hot, almost half an hour) tea, hot jam, vegetables, and occasionally soup. Tea, 6 to 6.45 (half hour allowed), bread and butter, sugar, any tea, bread with milk or soup. Assistants not allowed about unless they can produce a doctor's certificate of illness. All meals served on five days to twelve months.	No difference in salary is made between male and female assistants. All assistants have to be in at 11 p.m.
1,207.	Manager.	681	Three years for nothing, and then low pay.	From £12. Two at £10, three at £12, and one, £10.	None.	9.30 a.m. to 7 p.m., with one hour for dinner.	Tea, provided at 5, and dinner for those who do not go home. Very fair ventilation and sanitary accommodation.	Only a few live in, as the premises are small.
1,213, 1,214, 1,215, 1,216, 1,217.	Twelve women, three shop assistants.	694	-	74 to 144, per week.	None.	9 a.m. to 7 p.m., one hour for dinner, half day in Monday Box.	Comfortable sitting rooms for girls apart from the main hall.	Boys' shop, difficulty in getting skilled hands.

[illegible]

Taken No. of Witnesses	Occupation of Witnesses	Index No. of Entry	Apprenticeship	Salaries	Fines	Hours	Meals and Accommodation	General Remarks
1,084, 1,161, 1,166, 1,553.	Englewood workmen.	343	Terms, two and three years. Witnesses, No. 1,160, refused to state the amount of the first year's wages. Apprenticeship taken without fee if bound for five years.	15/- to 30/- Two months' apprenticeship—45/- each. Majority of apprentices from 15/- to 30/- bound in a book and paid at the end of their term. For speaking or any remarks in public, the sum of £100 is paid in the case of the witness, and for speaking in any room to their credit at the end of their third year term. Outdoor apprentices, if late, are fined 6/-.	Witness, No. 1,161, refused to state the amount of the first year's wages. The talking to sell goods, in 15/-, with the option of buying the goods for 6/- speaking, in 6/-.	8 to 9, and 8 to 10 on Saturdays. On Sundays, they all family work, say, "going over the stock." The native assistants have to go home, some spend 10/-, at 1 and 6 o'clock on Sunday morning.	Meat.—Food so bad that residents who could to eat it. They are obliged to drink water at about 10 o'clock. No tobacco or any other thing. No water allowed for wash, and during most of the year residents cannot get more than 10 in 15 minutes' rest, at most times. If assistants are not in breakfast room at 8.30 a.m. they are not given food till 1 p.m. Accommodation: — Witness, No. 1,162, refused to state. Beds in a room in a damp cellar; no carpet in other covering upon the floor. It is a common damp and very cold and dirty.	Habituals.—Three weeks, as salaries paid.
1,065, 1,164	Manager and workmen.	344	Terms, two years; for 25/- to 35/- Some amounts are paid at the end of the first year.	15/- a year, with nominal salary, to 35/- a year, with commission. None	For mistakes, 6/- and 1/- None	8 to 4, and 8 to 10 on Saturdays. Assistants are free shortly after closing time. 9 to 11, to 10 p.m.	Meat.—Twenty minutes allowed for breakfast and dinner, ten minutes for tea. Food good, and milk and bread allowed for supper. Accommodation: — Being young men, living in a damp, hot room, and damp and cold. Comfortable sitting room and bed-room.	Witness, No. 1,164, would like to have more bread for the assistants and smaller hours.
1,048, 1,049	Manager and foreman.	710	Apprenticeship—none. No premium paid.	Witness, 15/- to 40/- (the latter for boys of above room); 15/- to 20/- (for boys of department below). None	No fines except for mistakes in making up books. The fine never exceeds 1/- a week, and some weeks there are none.	9 to 8 o'clock, and 9 to 10 on Saturdays. The player would like to have shorter hours, and does not think shopkeepers would suffer if shorter hours were introduced by law. Assistants make up stock on Friday day, and are, therefore, not allowed in the shop after closing hours. This may not be, however, in busy times till 10 o'clock on ordinary evenings, and 11 on Saturdays.	Meat.—8 to 9 p.m. tea and bread and butter, but at dinner time of day, from 8 to 2.20, meat and vegetables. Tea, 6 to 8, meat and butter. Supper, plain amounts provide themselves. Assistants have bread and butter. An assistant, no carpet, very cold. Bedrooms crowded and uncomfortable.	120 sleep downstairs. All sleep on premises. No money given on other side of leaving. Witnesses.—A. Knight, 10/- a week, and 10/- a day after being paid. He says he holds no more. Witnesses would like to have them.
1,105, 1,108	Englewood workmen.	285	Terms, three years; 50/-, 40/- to 35/- Some amounts are paid at the end of the first year.	Witness, 15/- to 40/- (the latter for boys of above room); 15/- to 20/- (for boys of department below). None	No fines except for mistakes in making up books. The fine never exceeds 1/- a week, and some weeks there are none.	9 to 8 o'clock, and 9 to 10 on Saturdays. The player would like to have shorter hours, and does not think shopkeepers would suffer if shorter hours were introduced by law. Assistants make up stock on Friday day, and are, therefore, not allowed in the shop after closing hours. This may not be, however, in busy times till 10 o'clock on ordinary evenings, and 11 on Saturdays.	Meat.—8 to 9 p.m. tea and bread and butter, but at dinner time of day, from 8 to 2.20, meat and vegetables. Tea, 6 to 8, meat and butter. Supper, plain amounts provide themselves. Assistants have bread and butter. An assistant, no carpet, very cold. Bedrooms crowded and uncomfortable.	120 sleep downstairs. All sleep on premises. No money given on other side of leaving. Witnesses.—A. Knight, 10/- a week, and 10/- a day after being paid. He says he holds no more. Witnesses would like to have them.

Index No. of Woman	Occupation of Woman	Index No. of Firm	Apprenticeship	Salaries	Hours	Meals and Accommodations	General Remarks	
L, 109	Employer	386	-	Amsterdams, 12s to 15s a week.	9 to 7, and 9 to 10 Saturday.	Amsterdams live out and take all meals out.	Holidays 10 days in summer; salary paid from beginning.	
L, 110	Employer	387	None	Amsterdams, 12s to 15s a week. (The latter for hands of dependent women who are dependent on work.)	9 to 8, and 9 to 10 on Saturdays. In busy times these hours are 9 to 10, and 9 to 1 on Sunday morning. Employers say that hours are unworkable, while when days run out equally late. Would not object to legal enforcement of 10 hours. This is done in the Netherlands, where the employers, who are of different opinions.	Meals:—Breakfast and tea, tea and bread and butter. Dinner, meat, and vegetables three times a week. Supper, amsterdams can have bread and butter, but no vegetables and butter. Accommodations:—Dining rooms in basement, very cold; no carpets.		
L, 111	Manager	446	Term, three years, for 300	12s to 40s.	-	Accommodations:—Only new dining room, as employee objected to sharing the bedrooms.	Holidays:—A fortnight allowed; salary not paid.	
L, 112, L, 113	Manager and worker	449	Term, three years, for 240	25s to 34s (the latter for hands of dependent); average 25s.	9 to 5, and 9 to 10 on Saturdays.	Meals:—Breakfast, 6 to 10, tea and bread and butter. Dinner, 2, meat and vegetables every day, meat and vegetables on Sunday, and for supper on Sunday night. 5 to 6, tea and bread and butter. Supper, 8, given in apartments. paid assistants provide for themselves.		
L, 114	Employer	460	Very few apprentices taken; for 240 for two years	25s to 30s, (latter for hands of dependent men and boys). Paymen have no accommodation, but some at wages range from 15s to 20s. Average salary, 44s.	9 to 6 every day.	Accommodations:—Beds, 4, 6, 8, 10, 12, 14, 16, 18, 20, 22, 24, 26, 28, 30, 32, 34, 36, 38, 40, 42, 44, 46, 48, 50, 52, 54, 56, 58, 60, 62, 64, 66, 68, 70, 72, 74, 76, 78, 80, 82, 84, 86, 88, 90, 92, 94, 96, 98, 100, 102, 104, 106, 108, 110, 112, 114, 116, 118, 120, 122, 124, 126, 128, 130, 132, 134, 136, 138, 140, 142, 144, 146, 148, 150, 152, 154, 156, 158, 160, 162, 164, 166, 168, 170, 172, 174, 176, 178, 180, 182, 184, 186, 188, 190, 192, 194, 196, 198, 200, 202, 204, 206, 208, 210, 212, 214, 216, 218, 220, 222, 224, 226, 228, 230, 232, 234, 236, 238, 240, 242, 244, 246, 248, 250, 252, 254, 256, 258, 260, 262, 264, 266, 268, 270, 272, 274, 276, 278, 280, 282, 284, 286, 288, 290, 292, 294, 296, 298, 300, 302, 304, 306, 308, 310, 312, 314, 316, 318, 320, 322, 324, 326, 328, 330, 332, 334, 336, 338, 340, 342, 344, 346, 348, 350, 352, 354, 356, 358, 360, 362, 364, 366, 368, 370, 372, 374, 376, 378, 380, 382, 384, 386, 388, 390, 392, 394, 396, 398, 400, 402, 404, 406, 408, 410, 412, 414, 416, 418, 420, 422, 424, 426, 428, 430, 432, 434, 436, 438, 440, 442, 444, 446, 448, 450, 452, 454, 456, 458, 460, 462, 464, 466, 468, 470, 472, 474, 476, 478, 480, 482, 484, 486, 488, 490, 492, 494, 496, 498, 500, 502, 504, 506, 508, 510, 512, 514, 516, 518, 520, 522, 524, 526, 528, 530, 532, 534, 536, 538, 540, 542, 544, 546, 548, 550, 552, 554, 556, 558, 560, 562, 564, 566, 568, 570, 572, 574, 576, 578, 580, 582, 584, 586, 588, 590, 592, 594, 596, 598, 600, 602, 604, 606, 608, 610, 612, 614, 616, 618, 620, 622, 624, 626, 628, 630, 632, 634, 636, 638, 640, 642, 644, 646, 648, 650, 652, 654, 656, 658, 660, 662, 664, 666, 668, 670, 672, 674, 676, 678, 680, 682, 684, 686, 688, 690, 692, 694, 696, 698, 700, 702, 704, 706, 708, 710, 712, 714, 716, 718, 720, 722, 724, 726, 728, 730, 732, 734, 736, 738, 740, 742, 744, 746, 748, 750, 752, 754, 756, 758, 760, 762, 764, 766, 768, 770, 772, 774, 776, 778, 780, 782, 784, 786, 788, 790, 792, 794, 796, 798, 800, 802, 804, 806, 808, 810, 812, 814, 816, 818, 820, 822, 824, 826, 828, 830, 832, 834, 836, 838, 840, 842, 844, 846, 848, 850, 852, 854, 856, 858, 860, 862, 864, 866, 868, 870, 872, 874, 876, 878, 880, 882, 884, 886, 888, 890, 892, 894, 896, 898, 900, 902, 904, 906, 908, 910, 912, 914, 916, 918, 920, 922, 924, 926, 928, 930, 932, 934, 936, 938, 940, 942, 944, 946, 948, 950, 952, 954, 956, 958, 960, 962, 964, 966, 968, 970, 972, 974, 976, 978, 980, 982, 984, 986, 988, 990, 992, 994, 996, 998, 1000.	Meals:—Breakfast, 6 to 10, tea, 10 to 12, and bread and butter. Dinner, 2, meat and vegetables three times a week, applied on Sunday and day, and for supper on Sunday night. 5 to 6, tea and bread and butter. Supper, 8, given in apartments. paid assistants provide for themselves.	Holidays:—A fortnight allowed; salary not paid.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Apprenticeship.	Salaries.	Fines.	Hours.	Meals and Accommodations.	General Remarks.
1,116, 1,119.	Employer and worker.	591	Term, three years; £ 600.	£30 to £60.	-	8 to 6, 8 to 8 on Sunday days.	Made — Breakfast and tea, tea and bread and butter. Dinner, hot meat and vegetables. Supper provided for apprentices. Accommodations — 8 sitting places. Bedrooms, four.	Holidays — Apprentices, a week, servants, a fortnight. Believes of boys only paid.
1,120, 1,121.	Employer and worker.	499	Term, three years; £ 150 to £30.	£20 to £120 (quite for beginner).	-	8 to 6, Saturdays 9 to 7.	Made — Very good. For boys, breakfast at 8 is provided, some at school to sleep, dinner on sleep, 4 of an hour allowed, tea at 6 in house. Apprentices have dinner in shop, but few eat.	
1,181, 1,184.	Manager and worker.	695	Term, two years, no fee.	£10 to £100 and £300 (quite for hands and buyers). Average salary for 400 to 600, including commission. Commission allowed, which is worth about 10% a year. Women assistants are paid at a lower rate than men.	£20, 3d. Charges are responsible for mistakes in the count books, and pay the amount if undervalued. All fines are given to Royal Hospital.	8 to 6, and every third Saturday, 9 to 4.	Accommodations — Very comfortable. Made — About 20 in the shop, 10 in the counting room. As servants are allowed 3 to 3 hours for dinner, according to the distance they live from the shop.	Sanitation good.

DRESSMAKERS, MILLINERS, AND MANTUEMAKERS.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Apprenticeship.	Wages.	Fines.	Hours.	Meals and Accommodations.	General Remarks.
1,064, 1,065, 1,066, 1,067, 1,068.	Employer and workers.	571	Term, two years. Payment sometimes begins at end of first year occasionally at end of six months. If 1000 given, Apprentices generally receive what their time is out.	Milliners, seamstresses, dressmakers, £2 10 to 15s. This was topped after a number of years. One dressmaker at 12s, one at 14s, one at 17s, and one at 20s. Wages paid to date of leaving.	None.	Hours: — Milliners and milliners, 9 to 4.30, and 9 to 4 on Mondays. Dressmakers, 9 to 7, and on Mondays, 9 to 4. Overhaul — 2 1/2 to 3 hours. Milliners and seamstresses, 8 1/2 to 9 30, and 4 to 6 on Monday, 7 to 10, and for a holiday and tea provided.	Lavatories very good. Ventilation fine and rooms heated by gas and fire.	Holidays — 4 days in the year.

Index No. of Witness.	Occupation of Witness.	Index No. of Firm.	Apprenticeship.	Wages.	Hours.	Sanitation.	General Remarks.
1,614	Dressmaker -	721	Someday kept on after serving their time. Most girls have a fine about and work in the laundry ones. These then come out and a lot of girls are sent to the other schools, but not good learners. Girls get out of town, if they are clever, get in or 7s per week.	4s. to 17s. 6d.; 10s. would be the wage of a very poor worker.	If late must make up the time in the evening.	Two workrooms. Manager provides one, and a girl who has been employed 2 years goes for others. They are married from their own savings. Some have a room at home, but for a girl, it is difficult. Workrooms are rented out once a week. Good sanitary accommodation.	15 to 20 loads in busy times. Firms are ready and reasonably so. Difficulty about the cost of the work. Some workmen have been sent to live in lodgings, most with female. No night school or classes to which they can go. Manager thinks many spend their evenings drinking for pocket money, no courses. Night sometimes to help a manager or help a manager's house. They don't believe in summer with payment if they have been employed for long, though they often re- from the town.
1,188, 1,184	Employer and worker.	425	Term 2 years, without fee. Girls out of their time means 2s. 6d. per week for first six months.	7s. 6d. to 12s. per week to extra payment for overtime.	Lacked out for 4 or 5 days when late and occasional fine for bad work.	Rooms heated by steam and well ventilated. Workrooms partitioned into parlours.	
1,113, 1,115	Employer and worker.	589	Term 2 years without fee; some apprentices receive payment at the end of their first year.	4s. 6d. to 14s. per week. Head dressmaker 25s. a year and board. No extra payment for overtime.	-	Rooms good, ventilation of workrooms bad.	

LINEN MANUFACTURE

[illegible]

Index No. of Witness	Occupation of Witness	Index No. of Firm	Wages	Hours	Facilities	General Remarks
1,395	Manager	417	Statthens, 4a to 10a.	Early, 10, but workers who come long a 30-minute rest break.	Efficient from breakfast. Ventilation bad.	
1,395, 1,370	Manager and worker.	418	Smoothing average 10 to 11a. Folders average 10 to 11a. Washers, 10 to 11a. Washers, piece work, 10 to 11a.	None	Wash-room very hot and full of steam. Smoothing room very hot, with average speed of 200. No ventilation.	Room, 10 to 11. Overhead 10 to 11a. On day when no production.
1,175, 1,176, 1,177	Employee and workers.	419	Smoothing, 10 to 11a. Washers and folders, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	No data	Smoothing room very hot, no ventilation. Smoothing room crowded and hot. Washers good, but laundry room very hot, and full of steam.	Employee has difficulty in obtaining workpiece.
1,175, 1,176	Manager and worker	420	Smoothing, 10 to 11a. Washers and folders, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance, 10, when busy.	Smoothing room—High temperature. Strong smell of gas from steam washers (smell) made by gas, no ventilation. Smoothing room very hot, and full of steam.	
1,176, 1,177	Employee and worker	421	Smoothing, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance, 10, when busy.	Ventilation bad, but some air from above, and the room, although very hot, but no change of air.	
1,176, 1,177	Employee and worker	422	Smoothing, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance, 10, when busy.	Smoothing room (10) hot and overcrowded.	
1,176	Employee	423	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	None	Wash-room full of steam. No ventilation. Smoothing room, accordingly hot, and also crowded.	
1,181, 1,182	Manager and worker.	424	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	None	Lavatories good. Ventilation good.	Hours, 9:30 to 4:30.
1,181, 1,182	Manager and worker.	425	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	426	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	427	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	428	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	429	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	430	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	431	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	432	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	433	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	434	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	435	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	436	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	437	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	438	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	439	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	440	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	441	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	442	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	443	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	444	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	445	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	446	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	447	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	448	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	449	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	450	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	451	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	452	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	453	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	454	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	455	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	456	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	457	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	458	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	459	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	460	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	461	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	462	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	463	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	464	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	465	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	466	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	467	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	468	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	469	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	470	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	471	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	472	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	473	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	474	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	475	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	476	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	477	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	478	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	479	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	480	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	481	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	482	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	483	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	484	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	485	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	486	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	487	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	488	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	489	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	490	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	491	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	492	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	493	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	494	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	495	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	496	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	497	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	498	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	499	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	500	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	501	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	502	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	503	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	504	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	505	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	506	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	507	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	508	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	509	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	510	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	511	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	512	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	513	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	514	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	515	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	516	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager and worker.	517	Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a. Washers, 10 to 11a.	Late attendance.	Lavatories good.	Smoothing room—Wing guards on the looms.
1,181, 1,182	Manager					

Index No of Witness	Occupation of Witness.	Index No of Farm	Witness	Place.	Seasons	General Remarks.
1,280,1,281, 1,282	Manager and workers	609	Beginners begin at 6.45. Machine hand-layers commence at 6.45. Workers, hand-layers and rollers, at 6.45.	None	Four	Hours 8 to 3, January 6 to 1, but the firm was unable to take by three other means to obtain necessary attendance, as most of the women had to get breakfast at first hour for the members of the family who work on working hours. The first three decided to start work at 6.45 and 6.45. The day but immediately went up about 10.15, and then returned but about 11.15, together with the hand-layers, there is the meeting in one and goes to the water works.
1,283, 1,284	Employee	610	Witness average 10.5	Small farm in district	Very good. Electric light throughout the day. — A change room in house built	Witness No. 1 just would like to have the house altered by law in the lower morning and evening shifts. He believes a considerable amount of slacks could be earned at the work people did not start work before breakfast, and he is also of opinion that employers would not suffer greatly such as witnesses Witness No. 1,283, who is also a well known one of the same opinion, and both managers believe that little opposition would be offered by factory owners in the north of Ireland. They worked straight at 4 o'clock, stopping for dinner at 12.30 to 12.45, returning at 1.30 or 1.45, and staying as usual till 4 p.m.
1,285,1,286, 1,287	Foreman and workers	611	Springing and preparing, groups at 6.45 a week. Working averages for 4 hours begin at 6.45 a day and work on at 10.15 to 11.15.	Late, 10.15, late looked 10.15 and starting time. From 10.15 onwards, no delay, that the workers only could be at 10.15 a day.	Very bad.	Operation — Workers commonly have to begin 15 minutes before the hour and remain 15 minutes after closing time. Track, all — This keeps a shop in which provisions, clothes, hardware, etc. are sold, and at which the workpeople are ordered to spend their wages. These are paid, fortnightly, and in the "Milk" week (i.e. the week in which the wages are not paid), the workers are asked how much money they want to spend in the shop and that sum is advanced, and deducted the following week from the wages due. The factory have been installed on which these advances are made. If the full amount advanced has not been spent on the shop, or a worker is seen to buy goods in any other shop, the worker is cautioned to the office and threatened with dismissal. Witness No. 1,286 a foreman, has been obliged to discipline these work people for buying goods at other shops in the village.
1,287,1,288	Manager and worker	612	Workers and warpers group at 6.45 a week. Workers, 10.	Dinner looked at 6.30 till breakfast time, and at 10.15. From 10.15 onwards with option of leaving pass.	Very good	Shuttle goods in use. Hours 8.30 to 4.
1,289	Employee	613	Workers, 6.45 to 10.15. Workers, 10.	Late of starting time, 10.15. If quarter hour, 10.15.	Four	Shuttle goods in use. Hours 8.30 to 4.
1,289,1,290	Manager and worker	614	Preparers, 6.45 to 10.15. Workers, 6.45 to 10.15. Workers, 10.15 to 11.15.	Late attendance, 10.15. The changes very low	Good. — Very good work, before by him in good the room. From provided, hand-layers spread for operators, but girls refused to see them and make machine, which they can not.	Hours 8.30 to 4
1,291	Manager	615	Witness average 10.5	Late attendance, 10.15	Four	Shuttle goods in use. Hours 8 to 4.
		615				Information refused by manager.

[illegible]

SHIRT AND COLLAR AND HANDKERCHIEF MANUFACTURE AND LAUNDRY WORK

[illegible]

[illegible]

POPLIN

1,011,199	Manager and worker.	571	Widow, the Worker, the full team. Worker employed in the same position in the year. Worker not employed in winter in stock team, at the same time given to him. Worker not seen at a work when fully employed. Worker was paid at same rate as men.	Four months of work and winter of year. In stock team, in a week.	Five	True, very depressed. Very angry with her husband because.
1,516	Manager	612	Widow, worker in, the pair, the, worker, the.	If piece is damaged, worker parties (year). Room, year, in a week.	Good	None, in to 3. Half an hour allowed for dinner. Men not seen paid at same rate. Worker had to continue work on

BACON CITRUS

Index No. of Women	Occupation of Women	Index No. of Firm	Where	Hours	Food	Sanitation	General Remarks
1,546, 1,258	Employer and work-er	628	Tea room. Three employees at the stand and twelve under 17 years of age by	Hours, 5 to 6 on four days, 6 to 7	Late attendance - Doors locked at 4:50 till 5	Relatively unpleasant smell, not as bad as good ventilation. Water lying on floor in considerable quantities. Women's clothes extremely wet. Only provision a piece of soap. Receipt placed on the floor and slightly moved from it a large tin trough where the women clean their clothes with a wooden wash tub. No water in it present.	
1,621	Manager	400	Tea room. Three known at the	4 to 6, and Saturdays, 5 to 6 on all work- ing days, 7 to 4:30 and Sunday days, 7 to 3 on the cleaning and other departments. If working day during of winter hour is one hour work, then food is provided, and they have to eat before.	Late attendance - Women stopped for quarter of an hour.	Ventilation very poor, but floor in good condition, as previous miller. The women here are provided with aprons and trousers to protect them from the water and is "cleaning."	
1,261, 1,253, 1,254, 1,255	Manager and work-er.	385	Chowme, 40 to 450 women, 42 and 50	Hours, 7 to 8, and on Saturdays 7 to 2	Late attendance, 10.	Good. Clean and well-ventilated space was provided by firm as a provision.	
1,256	Manager	538	Chowme, 40 to 50, according to amount of work. Work paid for by piece, not by time in other time.	Hours, 5 to 12:30	None	Good.	
1,520	Worker	454	Tea to 40	Hours 4 to 4:30 4 to 2 on Saturdays.	Late attendance - Workers stopped for quarter day 1 day.	Small more unpleasant than in other places, but rather not so dirty as last.	
1,561, 1,608, 1,645	Employer and work-er	719	40 to 120. Only very few overtime.	4 to 6, 2 hour break but, 2 hour dinner Late work till 11 or 12 p.m. Saturdays closed at 1 p.m.	None	Pressure well ventilated, and very clean. Only three and twelve gain employed. Walls are taken with care.	High and women. Married women were moved here for more or 10 years. Women engaged in cutting enough meat, work feeding 2 rats alone.
1,646, 1,261, 1,266	Employer, Manager, and work-er.	511	40 to 50. One woman gets 100	4 to 6, 2 hours for meal Saturdays closed at 1 p.m.	None	Good ventilation. Electric light. All workers take meals at home.	20 women and male employed in picking, sorting, and packing tea. Various management, 10 men and women were employed, and 100 men with horses. No married women clearly reported steady and occupants.

MISCELLANEOUS

(a) MATTHEW MAKING

[illegible]

3.) BACITIN, SWISS, TORINO, CONDENSED MILK, MARGHERA, PRESERVED MEATS, &c

[illegible]

(c) PAPER, PRINTING, BOOK BINDING, AND PAPER MAPPING.

[illegible]

(d) BOAT AND SHOE MARKING

[illegible](c) **Ken. Hansen**

No.	Occupation	Age	Hours, in a week	Days	Remarks
1,212	Worker	47	Wages, 10 a week	Room 44th, and 100 place, 100 and Wages 10 a week place at 44, 100, 10 from the 1000 hours was 100 in 1000 hours of 1000	Hours, 10 to 10, and 1000 1000 was 1000 by 1000
1,213	Employer	45	10 a day	Very fair - Room 44th, 1000 and 1000	Hours, 10 to 10, 1000, 10 to 10
1,214, 1,215	Workers	40	10 a week	Very bad	Hours, 10 to 10 every day
1,216	Employer	40	Wages, 10, 10, and 10 a week	Very bad	Hours 10 to 10, 1000, 10 to 10

(f) **Howe Machine.**

[illegible]

(4.) JUTE SPINNING AND SACK MANUFACTURE

Index No. of Frame	Description of Work	Index No. of Form	Pages	Fracs.	Illustrations	General Remarks
1,990, 1,991	Miner and worker	801	Spanning and working 20 to 24. 100 ft. covered shaft in 6 ft. time. Foreman, 40 working marks and wagon down by out-rolling, etc., and 40, a down	Whole unproved	Four different types of working shaft, but some parts of shafts extremely clear.	Boxes 4 to 8, 1 Saturday, 8 to 150 Nov. in American mine
1,992, 1,994	Miner and worker	810	24 to 24.	For diameters	Good	Full time, worked almost continuously.
1,993, 1,995	Miner and worker	820	Went, 24 to 24, 24 to 24. 100 ft. covered shaft in 6 ft. time. Foreman, 40 working marks and wagon down by out-rolling, etc., and 40, a down	Like illustrations, 16 or 24. For diameters.	Fair	Shafts partly - None in and American mine.
1,996	Miner	121	Went, 24 to 24, 24 to 24. 100 ft. covered shaft in 6 ft. time. Foreman, 40 working marks and wagon down by out-rolling, etc., and 40, a down	None	Fair	About 70 girth employed.

(6.) Potassium.

1552	Monter	700	Cyrtoc. 1 m. W. Women, 30 to 100.	If into looked out till 300 m.	Far	played in dunes, trees, ferns, flowers, and ferns. Hours: 5:30 a.m. to 3:30 p.m. at night, 8:30 a.m. to 6 p.m. at sunset.
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4.5 Lagrange Multiplier

100-1386	Employment work	65	10 to 12 hrs per week	None	All house work	Formerly 200 to 300 cigarettes employed to smoke. Industry began after the house was built. From 20 to 30 employed, at least 12 the work is done in evening. Children easily taught. House workers better and patients very healthy.
100-1387 100-1388 100-1389	Manager and three women and four men	700	10 to 12 hrs per week	None	All house work	About 30 women employed. No labor indicates work for time, and women likely to discontinue in payment.
100-1390 100-1391	Manager, worker, late woman of house work manager	710	10 to 12 hrs per week Twelve, 10	None	Workmen for poorer girls very mixed and poor.	The business related to a woman's condition. Much time is spent in cleaning. Girls live with parents and do not de- pend on wages. 30 employed. Open at 10:00 a.m.

THE HOSIERY TRADE.

1288, 1, 1917	Manager and worker	977	Seasoning, average, 30 to 40; in Tombreg, 40 to 50; in Tombreg, 40 to 50; in Tombreg, 40 to 50	Very few, 10 to 20, in the year	Good	-	-	Boys - 10 to 15, average, 4 to 6. Boys are 4 to 5 in the year, except in summer, when 4 to 5. Most of the seasoning done is done in Kibwebo.
1288, 2, 1917	Employer and worker	978	Seasoning, 30 to 40, in Tombreg, 40 to 50; in Tombreg, 40 to 50; in Tombreg, 40 to 50	None	Good	-	-	Boys - 10 to 15, average, 4 to 6.